

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, January 26, 2007 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 21; Side A, 260 – EOT
21; Side B, 001 – EOT
23; Side A, 001 - 078

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan,
and Schmitt (Chair)

SCHEDULED ITEMS:

1. 07-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

2. 07-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 07-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

SCHEDULED ITEMS:

APPEARANCES:

Kelly Neseemann, Project Manager, Ceridian

Hugh Morris, Business Systems Project Manager, IMSD (DAS)

Linda Seemeyer, Director, Department of Administrative Services

- 21/A-336 Mr. Morris provided the Committee with a brief demonstration of Ceridian's Time and Attendance System for employees that use a standard timecard, project timecard, or elapsed timecard.

Questions and comments ensued at the conclusion of the presentation.

- 21/A-631 Chairman Schmitt turned everyone's attention to the report submitted, and the Committee expressed concern regarding the numerous phases of the project flagged red within the report.

- 21/B-36 Supervisor DeBruin indicated for the next cycle, it would be helpful for the Committee to have a corrective action plan from the Director of the Department of Administrative Services that should include an analysis/comparison of what the original parameters of the project were in the beginning as to what they are now, i.e. timeline, cost, etc. She stated she would also like to know what resources are needed or not needed in order to complete the project in a timely manner.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (REPORT FROM DIRECTOR, DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Interim Director, Human Resources, DAS

- 21/B-240 Dr. Jackson stated Human Resources continues to suffer severe downsizing. However, they are working towards being the project sponsor and set the example as to how a department will incorporate Ceridian into their workflow. Everyone in her Department is actively online. Quite a few errors have been made, but it's a learning process

SCHEDULED ITEMS:

that's working. Dr. Jackson indicated they will be working with human resources' coordinators from the various departments. Mr. Morris meets with them quarterly. This ensures that everyone is receiving regular updates and is kept informed. They are also re-evaluating the idea of acquiring additional staff to help do the work. She emphasized the importance of the project and assured the Committee that completion is a priority.

In terms of the impact on payroll positions, Dr. Jackson indicated she has no specific data to report at this time. They are looking at training to provide feedback from payroll managers and those who will be utilizing the system as to whether or not this impacts their job and if so, how.

Questions and comments ensued.

The Committee took no action regarding this informational report.

5. 06-488 From Director, Department of Administrative Services, appointing Gregory Gracz to the position of Director, Labor Relations for Milwaukee County.

APPEARANCE:

Linda Seemeyer, Director, Department of Administrative Services

- 21/B-307 Ms. Seemeyer introduced Mr. Gracz, to the Committee. Mr. Gracz spoke briefly.

Supervisors provide commentary on the nomination.

ACTION BY: (Borkowski) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

6. 06-395 From the Director of Human Resources, submitting recommendations
(a)(b) for appropriate classifications and rates of pay for positions created in the 2007 Adopted Budget.

APPEARANCE:

Dr. Karen Jackson, Deputy Director, Human Resources, DAS
James Tate, Analyst, Human Resources, DAS

Questions and comments ensued relating to pay scales.

SCHEDULED ITEMS:

- 21/B-491 **ACTION BY: (Cesarz) Approve. 7-0**
AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
 Weishan and Schmitt (Chair) – 7
NOES: 0
7. 06-350 Status Report from the Employee Health Care Work Group on Employee
 (a) Health Care. **(Also to the Committee on Finance and Audit.)**
 (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE
 COMMITTEE)
- APPEARANCE:**
William Domina, Corporation Counsel
- 21/B-498 Mr. Domina stated the Employee Health Care Workgroup has
 accomplished the conversion to a self-insured policy and now plans to
 focus on healthcare savings and design. The Workgroup continues to
 meet with the involvement of WPS and the health care consultant, Stuart
 Piltch. They are beginning the process of identifying information that
 needs to be exchanged between Milwaukee County and WPS. That
 information exchange is occurring.
- Mr. Domina went on to state that Mr. Piltch is working with WPS, and
 WPS is coming to the table again as a full partner with Milwaukee
 County. WPS has established internally a Milwaukee County
 Committee to work specifically on Milwaukee County issues. Both
 organizations recognize the benefit of working collaboratively to identify
 how to best control and reduce health care costs. He indicated that
 further reports will be brought back as needed.
- 21/B-517 Mr. Ken Loeffel appeared and spoke on behalf of retirees in relation to
 this item.

Questions and comments ensued.

The Committee took no action regarding this informational report.

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

8. 06-261 From Purchasing Administrator, requesting authorization to create three
 Private Citizens positions for the Purchasing Standardization Committee.
 (Also to the Committee on Finance and Audit and Division of Human
 Resources.) (Report due from County Board Staff.)

SCHEDULED ITEMS:

APPEARANCE:

Pinkey Buford, Purchasing Administrator, Procurement, DAS

- 21/B-610 Supervisor Coggs-Jones made a motion for approval and explained to the Committee the action taken by the Finance and Audit Committee and their concern with a review of all commissions and committees in relation to stipends provided to members.

Questions and comments

- 21/B-640 Supervisor DeBruin made a motion to lay the item over until information could be gathered and provided regarding a review of the various commissions and committees as it relates to stipends.

Further discussion ensued.

ACTION BY: (DeBruin) Layover. 1-6

AYES: DeBruin – 1

NOES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan, and Schmitt (Chair) – 6

Motion Fails

ACTION BY: (Coggs-Jones) Approve. 5-2

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, and Weishan – 5

NOES: DeBruin and Schmitt – 2

Item #s 9 and 10 were considered together.

9. 06-483 From the Director of Human Resources, requesting to create three Human Resources Analyst III positions and promotion of three Human Resources Analyst II to newly created positions in the Department of Human Resources. **(Also to the Committee on Finance and Audit.) (Report due from County Board Staff.)**

SEE ITEM #10 FOR COMMITTEE ACTION

10. 07-65 From the Director, Transportation and Public Works, requesting to re-create 12 positions of Security Worker (Hourly) (Title Code 62010) in the DPW-Facilities Management Division that were not budgeted for 2007. **(Also to the Committee on Finance and Audit, the Committee on Transportation, Public Works, & Transit, Department of Administrative Services, and Division of Human Resources)**

SCHEDULED ITEMS:

ACTION BY: (Borkowski) Approve Item #s 9 and 10. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan and Schmitt (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

11. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION BY (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #11 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan, and Schmitt (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 10:50 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)
Linda Seemeyer, Director, Department of Administrative Services
Dr. Karen Jackson, Interim Director, Human Resources, DAS
James Tate, Analyst, Human Resources, DAS
William Domina, Corporation Counsel
Pinkey Buford, Purchasing Administrator, Procurement, DAS
Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:05 a.m. to 11:55 a.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Richard D. Nyklewicz, Jr.
Chairperson: Supervisor James Schmitt
Clerk: Delores "Dee" Hervey, 278-4230
Clerk: Jodi Mapp, 278-4073
Research Analyst: Steve Cady, 278-4347
Research Analyst: Rick Ceschin, 278-5003

JOINT COMMITTEE MEETING ON FINANCE AND AUDIT AND PERSONNEL

Tuesday, January 30, 2007 – 9:30 A.M.

Milwaukee County Courthouse - Room 203-R

CORRECTED

MINUTES

Cassette Tape No. 2-A-267-EOT

Cassette Tape No. 2-B-EOT

Cassette Tape No. 3-A-635

PRESENT FOR COMMITTEE ON FINANCE AND AUDIT: Supervisors McCue, Coggs-Jones, Mayo, Johnson, Broderick, West and Nyklewicz (Chair)-7

PRESENT FOR COMMITTEE ON PERSONNEL: Cesarz, Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan and Schmitt (Chair)-7

The Committee did not convene in closed session.

SCHEDULED ITEMS:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s)

1. 07-96 From Greg Gracz, Acting Director of Labor Relations, regarding ratification of the 2005-2006 and 2007-2008 Memorandums of Agreement between Milwaukee County and Milwaukee District Council 48, AFSCME, AFL-CIO and its appropriate Locals.

2-A-268 APPEARANCES:

William Domina, Corporation Counsel
Scott Manske, Milwaukee County Controller-DAS
James Eggers, Department of Human Resources
Mark Vetter, Davis & Kuelthau
Ed Eberle, County Executive's Office
Linda Seemeyer, Director of Administrative Services

Discussion ensued at length on the said agreement.

SCHEDULED ITEMS (CONTINUED):

ACTION BY FINANCE AND AUDIT: (Mayo) Moved approval of the fiscal note for the said agreements with Milwaukee District Council 48 AFSCME, AFL-CIO and its Appropriate Affiliated Locals. (Vote 7-0)

AYES: McCue, Coggs-Jones, Mayo, Johnson, Broderick, West and Nyklewicz (Chair)-7

NOES: None

ACTION BY PERSONNEL: (Quindel) Moved approval of the agreements with Milwaukee District Council 48 AFSCME, AFL-CIO and its Appropriate Affiliated Locals. (Vote 7-0)

AYES: Cesarz, Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan and Schmitt (Chair)-7

NOES: None

2. 07-97 From Interim Director of Human Resources, a resolution/ordinance for wage increases and health care plan adjustments for Non-Represented Employees for 2007 and 2008.

**2-B-681
3-A-1**

APPEARANCES:

William Domina, Corporation Counsel
Dr. Karen Jackson, Interim Director, Department of Human Resources
James Eggers, Department of Human Resources
Scott Manske, Milwaukee County Controller-DAS
Ed Eberle, County Executive's Office
Jerome Heer, Director of Audits
Marilyn Mayr, Retired County Employee
Ken Loeffel, Remco (Registered but did not speak)

Discussion ensued at length.

ACTION BY FINANCE & AUDIT: (Johnson) Moved approval of the fiscal note relating to the change in wages and health insurance for employees not represented by a collective bargaining unit. (Vote 7-0)

AYES: McCue, Coggs-Jones, Mayo, Johnson, Broderick, West and Nyklewicz (Chair)-7

NOES: None

Ms. Mayr addressed the Committees with her concerns relative to the fiscal note.

ACTION BY PERSONNEL: (Quindel) Moved approval of the resolution/ordinance relating to the change in wages and health insurance for

SCHEDULED ITEMS (CONTINUED):

employees not represented by a collective bargaining unit. (Vote 7-0)

AYES: Cesarz, Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan and Schmitt
(Chair)-7

NOES: None

At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter(s).

*_*_*_*_*_*_*_*_*_*_*_*_*_*_*_*

Staff Present:

William Domina, Corporation Counsel

Linda Seemeyer, Director, Department of Administration

Ed Eberle, County Executive's Office

Dr. Karen Jackson, Interim Director, Department of Human Resources-DAS

James Eggers, Department of Human Resources-DAS

Scott Manske, County Controller

Jerome Heer, Director of Audits

Steve Cady, Fiscal and Budget Analyst, County Board

Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of communications, reports and resolutions, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:30 a.m. to 11:30 a.m.

Adjourned,

Delores "Dee" Hervey

Chief Committee Clerk

ADA accommodation requests should be filed with the Milwaukee County Office for Persons with Disabilities, 278-3932 (voice) or 278-3937 (TTD), upon receipt of this notice.

SCHEDULED ITEMS (CONTINUED):

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, February 23, 2007 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 23; Side A, 080 – EOT
23; Side B, 001 – 176

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Weishan, and Schmitt (Chair)

EXCUSED: Supervisor Quindel

SCHEDULED ITEMS:

1. 07-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

2. 07-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 07-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 07-126 From Director, Department of Administrative Services, appointing Dr. Karen Jackson to the position of Director, Department of Human Resources for Milwaukee County.

APPEARANCE:

Cynthia Archer, Fiscal and Budget Administrator, DAS

SCHEDULED ITEMS:

A-180 Ms. Archer brought forth the nomination of Dr. Jackson who provided brief comments.

ACTION BY: (Borkowski) Approve. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Weishan and Schmitt (Chair) – 6

NOES: 0

5. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

APPEARANCES:

Hugh Morris, Business Systems Project Manager, IMSD (DAS)

Kelly Neemann, Project Manager, Ceridian

Rob Henken, Interim Director, DAS

Jerry Heer, Director of Audits, County Board

A-306 Mr. Morris indicated training numbers are set at about 55% complete. This represents the number of employees who have been trained and have been asked to participate in the Ceridian Time and Attendance System. All but approximately one hundred approvers have also been completed. These are the people who approve time cards on the system. Another aspect being worked on is testing. There are a number of custom programs that are required for the system to run payroll. Of the eleven custom programs, eight are specifically needed to successfully test the system. Testing has begun on one. Testing on another will start today. Documentation has been done on two others. Mr. Morris stated their focus has been on the testing and getting the most complicated customizations reviewed first.

In response to resource issues, Mr. Morris stated Ceridian has supplied a resource who's here virtually every day to go through and look at the information, make sure the data is available, review test scripts, do testing, relay results to the developers, and make changes as they find them. Ceridian has the project manager here two days a week. As far as the County is concerned, a resource has been dedicated to the project every day of the week with an additional resource assigned to work with payroll. Ceridian has brought in one other person from Denver to help with the implementation.

SCHEDULED ITEMS:

He stated there is going to be three data conversions. The first two are tests, and the last one is live. The second data conversion and second audit are finished. The information that was gained from that conversion and audit needs to be applied to the final live conversion. That's where the focus is right now. There will be a review conducted with a third party in conjunction with IMSD and Audit. That third party will take a look at the project, look at the processes that are in place, and will be producing a report.

- A-362 Ms. Nesemann spoke to the issue of benefits. She indicated this project is almost configured. In order to go live July 26th, they would need to pick up the project three to four months before that date. Right now, the County cannot participate because of being in the middle of open enrollment. However, Ceridian is content with the status of that project right now.

Overall, Ms. Nesemann indicated the important things to get through at this point is testing the customizations. It is necessary to make sure that they are tested and get approved by the County, so they can have them in by the first parallel in May as well as the second parallel. She emphasized that March is going to be a critical month for getting through testing.

The other issue she felt important to bring to the Committee's attention is because the County has to focus on current payroll, resources are only available to the project every other week. In essence, what takes one week takes two. What takes two weeks takes four. What takes four weeks takes eight. This is how the length of the project was extended. If it could be possible to offload keying in of the hours that the payroll clerks are doing, that can free up their time to participate in Ceridian. The project plan is not being changed quite yet but once they make sure the resources are available and everything is working smoothly, then she can go ahead and change the plan to reflect a potential shortened completion date, which is good news.

- A-455 Mr. Henken commented on general observations he has made thus far. He indicated that what was needed from the beginning was full-time staff to do nothing but the Ceridian project. That problem is beginning to be solved. He also stated that he plans to do a better job of reaching out to the departments in an effort to help them realize how beneficial the system can be. Once the system is deployed, departments will see the real benefits such as time savings, productivity savings, and process improvements. These benefits should increase departments' motivation to get their managers and staff trained.

SCHEDULED ITEMS:

- A-545 Mr. Heer stated this project would benefit from an independent snapshot of where it is, so they have quickly fast tracked an agreement with Virchow Krause, the County's external financial auditor, to come in and do a very focused one week project. They will look at where the project has been, where it is going, and what's needed to bring it to completion including a risk assessment, an identification of issues and resources, project next steps, and any remediation activities that may be required. It is hoped that will provide both the IT team, DAS, and the policy committees with a sense of comfort with the corrective action plan. They will also look at whether it makes sense after this one week engagement to build this into the project oversight for the rest of the project's life. He stated it might make sense to just extend that out and make it a live oversight independent verification process from now until the project is successfully completed.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (REPORT FROM DIRECTOR, DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Interim Director, Human Resources, DAS

- A-578 Dr. Jackson stated training is the main focus. Training is going on all over the County. At this time, employees are in learning mode. She indicated it's difficult to assess today with any assurance what the real impact is going to be. Opinions vary. Some people think the system is great and really saves time. There are others who are a bit tentative because it's different. Then there are those who say it will never work, so things are happening all over the continuum. She went on to state that everyone will be channeled into a self-service mode. That means everybody is responsible for their own time. It's no longer all falling on the payroll person. Everybody will be responsible and held accountable. There has also been more responsibility shifted to the approvers.

SCHEDULED ITEMS:

Questions and comments ensued.

The Committee took no action regarding this informational report.

6. 05-518 From Director, Labor Relations, requesting authorization to amend the
(a)(b) Davis & Kuelthau S.C. contract to increase the “do not exceed” limit by \$150,000, increasing the limit from \$275,000 to \$425,000.

APPEARANCES:

Greg Gracz, Director, Labor Relations
James Eggers, Coordinator, Human Resources

- A-658 Mr. Gracz and Mr. Eggers immediately took questions and heard comments from the Committee.

ACTION BY: (DeBruin) Approve. 6-0

AYES: Schmitt, Coggs-Jones, Borkowski, DeBruin, Weishan and Cesarz (Chair) – 6

NOES: 0

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

7. 07-113 From Administrator, Behavioral Health Division, requesting to authorization to create one Clinical Safety/Risk Management Nurse and one Director of Quality Assurance and Risk Management. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

- B-92 Ms. Barbara Kelsey appeared and provided comments in relation to this item.

ACTION BY: (Coggs-Jones) Concur with the action of the Committee on Finance and Audit and Approve. 6-0

AYES: Schmitt, Coggs-Jones, Borkowski, DeBruin, Weishan and Cesarz (Chair) – 6

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

SCHEDULED ITEMS:

Item #s 8 and 9 were considered together.

8. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

SEE ITEM 9 FOR COMMITTEE ACTION

9. 07-129 From Corporation Counsel requesting approval of a settlement agreement regarding compensation (back pay) and attorney's fees involving deputy sheriffs who are canine handlers and a collateral agreement regarding future compensation for canine handlers in the Sheriff's Office. **(Also to the Committee on Judiciary, Safety, and General Services.)**

ACTION BY (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #s 8 and 9 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Weishan, and Schmitt (Chair) – 6

NOES: 0

The committee convened into closed session at approximately 10:10 a.m. and reconvened in open session at approximately 10:45 a.m. The roll call was taken and all Committee Members, with the exception of Supervisor Quindel (excused), were present.

ACTION BY: (Weishan) Approve Item #9. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Weishan and Schmitt (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

STAFF PRESENT:

Cynthia Archer, Fiscal and Budget Administrator, DAS
Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)
Rob Henken, Interim Director, DAS
Jerry Heer, Director of Audits, County Board
Dr. Karen Jackson, Interim Director, Human Resources, DAS
Greg Gracz, Director, Labor Relations
James Eggers, Coordinator, Human Resources
Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:00 a.m. to 11:00 a.m.

Adjourned,

Jodi Wapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, March 30, 2007 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 23; Side B, 176 – EOT
24; Side A, 001 – 722

PRESENT: Supervisors Cesarz, *Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair)

*Supervisor Coggs-Jones was not present at the time of roll call but appeared shortly thereafter.

SCHEDULED ITEMS:

1. 07-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

2. 07-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 07-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 07-15(a) From Director of Human Resources relative to requests to the Civil Service Commission regarding determination of whether a position will be in the 'classified" or "unclassified" service. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

5. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

APPEARANCES:

Rob Henken, Director, DAS

Jerry Heer, Director of Audits, County Board

Kelly Nesemann, Project Manager, Ceridian

Hugh Morris, Business Systems Project Manager, IMSD (DAS)

- 23/B-342 Mr. Henken stated that full-time dedicated staff is needed for a project of this magnitude. It's not only a fiscal resource issue, it is a human resource issue. One of the problems faced is that so many key jobs, particularly in DAS, are held by people who have the policies and procedures all in their heads. This creates a whole set of logistical issues as far as the time that it would take to train the new person. Since the fiscal resources are there, they have begun to bring in people to have the capacity needed to complete the project.

Mr. Henken went on to state that key managers are wrestling on a daily basis between wanting and needing to get the Ceridian project done but also acknowledging that there are key day-to-day tasks that can't slip as well. He indicated this could cause an adjustment of the project timetable. At this point, it doesn't look as though the project is going to require additional fiscal resources. They still have significant resources that were carried over from 2006 to 2007.

Mr. Henken stated that the report from Virchow Krause was received, which detailed what is required to implement a project of this magnitude. Mr. Henken does raise concern that Virchow Krause's perspective is from a big corporation with over a billion dollar budget. Of course, that model cannot be precisely followed due to both fiscal and human resource issues. However, it contains valuable information as it relates to project structure. He indicated that they are in the process of reorganizing the project structure by bringing in some high level consulting assistance and bringing in more project management resources both from the outside and by rearranging some staff internally.

- 23/B-400 Mr. Heer stated that the Virchow Krause report gives a great independent and realistic assessment of what needs to be done.
- 23/B-421 Ms. Nesemann stated they are in the middle of the live and final data

SCHEDULED ITEMS:

conversion. That is going to be scheduled through the end of April including an audit of the data. The first PS (customizations) program has been signed off on. This means its been tested and approved by the County and is going into their QA (Quality Assurance) process so it can get loaded into the live database and be ready for the parallel. An extension was granted on the four outstanding PS programs until April 6. Resources will be needed to focus on that testing. She indicated that the training percentage looks good. The County is maintaining the time and attendance product. There has been a lot of feedback now as more and more employees get into the system, which is helpful as far as working on changes. All PS programs have to be in by April 21st in order to be for the parallel.

- 23/B-449 Mr. Morris stated that the actual percentage of training completion as of last Friday was 93%. The departments that have significant training obligations remaining have a plan already in place to be completed by the first week of April.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (REPORT FROM DIRECTOR, DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

- 23/B-514 Dr. Jackson indicated that everyone is getting familiar with and adjusting to the process. At this point, jobs haven't changed. Parallel testing will be a very challenging period. In the Human Resources Division specifically, there has been an impact on jobs. The incumbents in the two jobs that were responsible for a majority of the primary entry County wide left those jobs. They were hired back to continue working on the Ceridian project full time in a temporary capacity. Full-time staff has not been hired because a huge part of those jobs may be automated

SCHEDULED ITEMS:

in the future.

- 23/B-554 The Chairman, to reflect the impact Ceridian is having on DHR, requested an organizational chart to show who is responsible for what without going into a lot of depth for the July meeting cycle.

Questions and comments ensued.

The Committee took no action regarding this informational report.

6. 07-167 Resolution by Chairman Holloway to amend Chapter 17.30 of the Milwaukee County General Ordinances to include the newly created position of Director, Division of Employee Benefits, in the list of appointments to be confirmed by the County Board.

23/B-567 ***ACTION BY: (Borkowski) AMEND the Resolution by modifying the Table beginning on Line 53 to reflect accurate position and title codes. 7-0***

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

ACTION BY: (Borkowski) Approve the Resolution as AMENDED. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

7. 07-189 Ordinance by Chairman Holloway to rename and amend Chapter 58 of the Milwaukee County General Ordinances to accurately reflect actions in the 2007 Adopted Budget that transferred Employee Retirement System staff into the Division of Employee Benefits.

APPEARANCE:

William Domina, Corporation Counsel

23/B-590 ***ACTION BY: (Cesarz) Approve. 7-0***

23/B-593 Mr. Jack Hohrein spoke in relation to this item.

Discussion ensued as to exactly what the amendment accomplished.

24/A-22 Mr. Domina provided the Committee with clarification of the amendment.

24/A-78 **AYES:** Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,

SCHEDULED ITEMS:

Weishan and Schmitt (Chair) – 7

NOES: 0

8. 07-P-03 From Director, Department of Administrative Services, submitting an informational report outlining the need to design and implement an information technology module to manage post-employment health and life benefits. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Rob Henken, Director, Department of Administrative Services
Mary Reddin, Deputy Chief Information Officer, IMSD, DAS

- 24/A-93 Mr. Henken stated there is a need for a new module to manage the post-employment health and life benefits for retirees. That is an area that falls between the Ceridian system, which is intended to deal with all the benefits and payroll matters for active employees, and the pension system, pursuing its own new IT system through Vitech to deal with the pension benefits of retirees. This raises the question, who is responsible for the module to deal with other non-pension benefits received by retirees? It turned out that neither the Ceridian contract nor the Vitech contract included the development and the implementation of this module. The legal opinion from Corporation Counsel indicated that the non-pension benefits are a County obligation. Mr. Henken stated the recommended way to address this issue is to award a contract to Vitech to develop and implement this module. There are dollars available within the Ceridian project to cover the cost that would be incurred in 2007. However, there is a possibility that 2008 costs associated with this will need to be addressed.

Questions and comments ensued.

The Committee took no action regarding this informational report.

9. 07-180 From the Milwaukee County Sheriff, requesting authorization to grant a leave of absence to an employee currently in the classified service to assume a position in the unclassified service in accordance with County Ordinance Chapter 17.193(1) and (2).

APPEARANCE:

Kevin Carr, Inspector, Sheriff's Department

- 24/A-327 Inspector Carr explained that the individual in question is currently assigned to the Administration Division and is a long-time County

SCHEDULED ITEMS:

employee. Before the Sheriff could permanently promote this gentleman to the position of Deputy Inspector, he would like to be able to give this employee a leave of absence from his classified position. Should a change in administration occur in the near future, the employee would have the opportunity to go back to his prior position in the classified service.

Questions and comments ensued.

ACTION BY: (Coggs-Jones) Approve. 6-1

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan and Schmitt (Chair) – 6

NOES: DeBruin - 1

10. 06-395 (a) Adopted budget amendment 1C004, directing the County Board and Audit Staff, working in conjunction with the Controller and Director, Department of Administrative Services, to study alternative options to allocate fringe costs to departmental budgets. The study shall include, but not be limited to, exploring options to quantify and allocate actual fringe benefit costs of active employees separate from inactive or retired employees. **(Also considered by the Committee on Finance and Audit.) (Report from Employee Fringe Benefits Cost Allocation Work Group) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Stephen Cady, Fiscal and Budget Analyst, County Board
Cynthia Archer, Fiscal and Budget Administrator, DAS

- 24/A-439 Mr. Cady explained the report the Committee has in front of them is from the Workgroup that was established by a budget referral. When the Committee on Finance and Audit reviewed the 2007 Recommended Budget, they noticed that fringe benefits were being allocated to departmental budgets in a slightly different manner than had been done previously. Specifically, the fringe benefits were being allocated to departments to each employee on a lump sum basis. Costs for healthcare, pension, life insurance, and dental were being charged to departments at an amount of approximately \$37,000 per position. He indicated in the past, these costs were allocated to each position based on a percentage of salary methodology. This is a switch. The switch was probably initiated because the costs that are being allocated to each position really aren't dependent on how much you make. With the majority of the cost being healthcare related and since the majority of those costs were fixed, those costs will be allocated to departments and to each employee just on a dollar amount and not a percentage amount.

SCHEDULED ITEMS:

He went on to state the Finance and Audit Committee were concerned that this methodology would result in departments that had County-wide salaries less than average taking a larger share of the overall fringe benefit burden. This is what the Workgroup was established for. The Workgroup determined that the Brass budgeting system can accommodate budgeting for healthcare and pensions separately. They are recommending, beginning with the 2008 Requested Budget, that departments reflect the cost for healthcare and the cost for pension separately. The healthcare component would be a fixed dollar amount. The pension cost would be a percentage based on the salary of the individual that that budget would be applicable to. In addition, the Finance and Audit Committee wanted to have a breakdown in the Org. 1950 budget of exactly what the employee fringe benefits costs were for an active employee versus the cost that is being carried for retirees. He stated the Workgroup felt that going to this hybrid approach would be best for 2008 allocating the health and pension costs. They will be working with the Controller in the Department of Administrative Services to develop a template to share that information regarding the Org. 1950 budget beginning for the 2008 Budget.

- 24/A-479 Ms. Archer stated the method they are proposing of allocating the fringe benefits is more accurate and refined. It better reflects the way the costs are incurred. It will also assist policy makers with the issue regarding active employees versus inactive employees move through the budget and when talking about making staffing changes. She sees this as an improvement in the budget process.

Questions and comments ensued.

ACTION BY: (DeBruin) Concur with the Committee on Finance and Audit to Receive and Place the report on file. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

Item #s 11 and 12 were considered together.

11. 07-183 From Director, Labor Relations, requesting approval of the 2007-2008 Memorandum of Agreement (MOA) between Milwaukee County and the Association of Milwaukee County Attorneys. **(Also to the Committee on Finance and Audit.)**

SEE ITEM #10 FOR COMMITTEE ACTION

SCHEDULED ITEMS:

12. 07-184 From Director, Labor Relations, requesting approval of the 2007-2008 Memorandum of Agreement (MOA) between Milwaukee County and the Technicians, Engineers, and Architects of Milwaukee County. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

Greg Gracz, Director, Labor Relations

- 24/A-598 Mr. Gracz explained the report by covering the term, wages, health insurance, and discharge for cause.

Questions and comments ensued.

ACTION BY: (DeBruin) Approve Item #s 11 and 12. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

13. 07-185 From the Director, Labor Relations, requesting approval of the 2007-2008 Memorandum of Agreement between Milwaukee County and the Milwaukee Building and Construction and Trades Council. **(Also to the Committee on Finance and Audit.)**

- 24/A-659 **ACTION BY: (DeBruin) Concur with the action of the Committee on Finance and Audit and lay the item over. 7-0**

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

14. 07-171 From the Director, Department of Administrative Services, requesting authorization to employ more than one full-time employee in one position of Administrative Specialist-Payroll for the term of the Ceridian project. **(Also to the Department of Administrative Services and Division of Human Resources.)**

APPEARANCE:

Scott Manske, Controller, Administrative and Fiscal Affairs, DAS

- 24/A-669 Mr. Manske stated that they are attempting to have one person work on the Ceridian project full time from the staff in Central Payroll. To complete that person's duties, they want to have a current person in Central Payroll perform those duties. As a result, they are requesting a double fill. What will happen is a person will be assigned to the Ceridian project and another person will perform the duties of the person assigned to the Ceridian project. This person would get an

SCHEDULED ITEMS:

emergency appointment into the other position, and they would have a leave of absence from their old position.

ACTION BY: (Borkowski) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan and Schmitt (Chair) – 7

NOES: 0

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

15. 07-137 From Superintendent, House of Correction, requesting authorization to abolish one position of Administrative Assistant (NR) and create one position of Fiscal Assistant II at the House of Correction. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

24/A-690 **ACTION BY: (DeBruin) Approve. 7-0**

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan and Schmitt (Chair) – 7

NOES: 0

16. 07-159 From Director, Department of Administrative Services, requesting authorization to abolish the position of Deputy Director of Human Resources and create one position of Labor Relations Coordinator. **(Also to the Committee on Finance and Audit and Division of Human Resources.) (Report due from County Board Staff.)**

24/A-708 **ACTION BY: (DeBruin) Concur with the action of the Committee on Finance and Audit and lay the item over. 7-0**

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan and Schmitt (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

17. 06-350 Status Report from the Employee Health Care Work Group on Employee Health Care. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(a)

ACTION BY: (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the

SCHEDULED ITEMS:

purpose of discussing Item # 17 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

18. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION BY: (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item # 18 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 10:55 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Rob Henken, Director, DAS

Jerry Heer, Director of Audits, County Board

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

Dr. Karen Jackson, Director, Human Resources, DAS

William Domina, Corporation Counsel

Mary Reddin, Deputy Chief Information Officer, IMSD, DAS

Kevin Carr, Inspector, Sheriff's Department

Stephen Cady, Fiscal and Budget Analyst, County Board

Cynthia Archer, Fiscal and Budget Administrator, DAS

Greg Gracz, Director, Labor Relations

Scott Manske, Controller, Administrative and Fiscal Affairs, DAS

Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:04 a.m. to 11:48 a.m.

Adjourned,

Jodi Mapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Thursday, April 5, 2007– 9:00 A.M.
Milwaukee County Courthouse, Room 203-R

MINUTES

CASSETTE #: 24; Side B, 001 – 109

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair)

SCHEDULED ITEMS:

1. 07-193 From Director, Department of Administrative Services, appointing Beth Thorson Aldana to the position of Director, Division of Employee Benefits for Milwaukee County.

APPEARANCE:

Rob Henken, Director, Department of Administrative Services

- 27 Mr. Henken introduced Ms. Aldana summarizing her background and experience. Ms. Aldana provided brief comments.

ACTION BY: (Cesarz) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

SCHEDULED ITEMS:

STAFF PRESENT:

Rob Henken, Director, DAS

Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:00 a.m. to 9:12 a.m.

Adjourned,

Jodi Mapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, May 11, 2007 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 25; Side A, 001 – EOT
25; Side B, 001 – EOT
26; Side A, 001 – EOT

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan,
and Schmitt (Chair)

SCHEDULED ITEMS:

1. 07-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

25/A-107 Chairman Schmitt indicated that on the Advancement Within the Pay Range Report, the County Executive withdrew his request as it relates to the Executive Director 3/Director of Parks, Recreation & Culture position.

He went on to state that the Committee has received correspondence from Supervisor Nyklewicz posing an objection to the Director of Transportation & Public Works' request regarding the Executive Director 2/Chief of Operations position also listed on the Advancement Within the Pay Range Report and requests that separate action be taken.

25/A-125 Mr. Ceschin explained that Supervisor Nyklewicz expressed opposition to the reallocation based on the unconfirmed status of the incumbent. The incumbent was appointed to the position shortly after the County Executive took office in April 2004. The list of confirmable positions was revised in September 2004 to include this position. The incumbent in the position will not be subject to confirmation until reappointment following the next election for County Executive in 2008.

Questions and comments ensued at length.

25/A-406 Supervisor Quindel indicated that he intends to ask that this item be laid over to the next meeting cycle and requests that the County Executive

SCHEDULED ITEMS:

provide the Committee with a policy statement as to how he plans to address Executive Salary Positions now and for future requests.

25/A-415 ***ACTION BY: (Quindel) Lay Over to the next meeting cycle. 4-3***

25/A-420 As part of Supervisor Quindel's request, Supervisor DeBruin requested to see a template of the management positions across the County. It should reflect which positions have had raises and the amounts for the last couple of years to get a full across the spectrum view of what the Administration has been doing with those positions.

25/A-428 Supervisor Coggs-Jones indicated that she agrees with Supervisor DeBruin and asked that the template report also reflect gender and race.

25/A-435 Supervisor Quindel elaborated further on his request and stated he would like to know their pay range, the percentage of the maximum that people are at, and how long they have been in their positions.

25/A-490 Supervisor DeBruin stated that whether this item is laid over or not, she wants to make sure that the Committee eventually gets the full broader report of the Executive Compensation Positions.

Questions and comments continued at length.

25/A-714 ***AYES:*** Schmitt, Borkowski, Quindel, and Weishan – 4
NOES: Coggs-Jones, DeBruin, Cesarz (Chair) - 3

The remainder of this item with the exception of the advancement for the Director of Parks, which was withdrawn, will be implemented.

2. 07-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 07-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

4. 07-P-04 A. From the Director, Division of Human Resources, providing an informational report on the management reorganization of the Division of Human Resources. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

- 25/B-05 Dr. Jackson stated the reorganization plan is simple in structure. Human Resources has lost a significant amount of staff in the last couple of months mostly due to retirement. Dr. Jackson's reorganization has been formed around three goals: to prepare for the future, to have an organization that embraces technology, and to address succession planning. She indicated that her plan is centralized around building a core of manager positions. More specifically, she envisions having six managers who will be responsible for most of the significant work in the division. The office will still serve as the recipient for all discrimination complaints. Dr. Jackson went on to detail the reclassification request made in Item #4B. She discussed recruitment and looking at new ways to reduce the time between recruitment and hiring.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 07-25(a) B. From County Board staff relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP) positions in the Division of Human Resources. **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

5. 07-15(a) From Director of Human Resources relative to requests to the Civil Service Commission regarding determination of whether a position will be in the 'classified" or "unclassified" service. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Rob Henken, Director, Department of Administrative Services (DAS)
Cynthia Archer, , Fiscal and Budget Administrator, DAS

- 25/B-315 Mr. Henken stated that this is simply a procedural matter that involves the reclassification request that was approved in Item #1 regarding the Assistant Fiscal and Budget Administrator position. Authorization is

SCHEDULED ITEMS:

needed to request the Civil Service Commission to re-create the position as an unclassified position.

- 25/B-322 Ms. Archer stated that her goal is to bring full staffing and stability to the division in order to best serve the Board and the County Executive. They are in the midst of recruiting for current vacancies. The strongest people are needed in the right places. She indicated that this is a critical step in that process and urged the Committee's support.

The Committee took no action regarding this informational report.

6. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

APPEARANCE:

Rob Henken, Director, Department of Administrative Services (DAS)
Mary Reddin, Deputy Chief Information Officer, IMSD, DAS

- 25/B-338 Mr. Henken stated a very significant milestone has been reached. Employee training on the time and attendance module is complete. Beginning this pay period, there is a parallel test being conducted as if Ceridian is really in place. It is expected that all employees will be using both the Ceridian and the GENESYS systems. There will be full scale testing involved and additional training for the payroll staff throughout the County. Mr. Henken stated this will give the best indication to date as to where the system stands.

As far as the data conversion is concerned, it was discovered that some of the fields regarding individuals who were hired by the County under a temporary appointment or emergency appointment status did not convert properly into Ceridian. He indicated the bottom line impact of that is the data conversion will have to be done over again. This will entail a potential setback of about four to six weeks. Mr. Henken stated there are going to be some additional costs associated with this. He does not, at this point, believe that those will be additional unbudgeted costs. There are contingencies built into the budget precisely for things like this.

- 25/B-406 Ms. Reddin discussed managing expectations in regards to the parallel.

SCHEDULED ITEMS:

- 25/B-419 Mr. Henken explained the details of DAS' report that addresses the one-day analysis Virchow Krause conducted on the project and described their findings. He also discussed the matter of retaining the project management consulting services of SysLogic.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (REPORT FROM DIRECTOR, DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

- 25/B-578 Ms. Jackson explained the impact of Ceridian on her division detailing employee turnover and how filling vacant positions is put on hold until it is determined what percentage of the functions and tasks will be automated due to the Ceridian system.

Questions and comments ensued.

The Committee took no action regarding this informational report.

7. 07-198 From the County Executive, appointing Mr. Bradley DeBraska to the Civil Service Commission to fill the vacancy created by the resignation of Mr. Odell J. Johnson for a term expiring August 1, 2008.

APPEARANCE:

Fran Rudig, Executive Assistant, County Executive's Office

- 25/A-43 Ms. Rudig introduced Mr. DeBraska to the Committee, who then provided the Committee with brief comments.

SCHEDULED ITEMS:

ACTION BY: (Borkowski) Approve. 6-1

AYES: Cesarz, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 6

NOES: Coggs-Jones - 1

8. 07-219 From the County Board Chairman, appointing Ms. Karen L. Eaton to the Milwaukee County Pension Study Commission to fill the vacancy created by the resignation of Mr. William B. Coleman for a term expiring April 30, 2011.

APPEARANCE:

Terrence Cooley, Chief of Staff, County Board

- 25/A-72 Mr. Cooley introduced Ms. Eaton to the Committee, who then provided the Committee with brief comments.

ACTION BY: (Borkowski) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

9. 07-229 From the Director, Department of Administrative Services, appointing Mr. David Arena to the position of Director, Division of Employee Benefits for Milwaukee County.

APPEARANCE:

Rob Henken, Director, Department of Administrative Services (DAS)

- 25/B-598 Mr. Henken introduced Mr. Arena and provided some background information on Mr. Arena's qualifications, work experience, and job history. Mr. Arena addressed the Committee with brief comments.

ACTION BY: (Cesarz) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

10. 07-235 A Resolution by Supervisors Broderick and Johnson authorizing and directing the Director, Department of Administrative Services, to include the Hunger Relief Fund of Wisconsin as an umbrella federation in the Milwaukee County Employee Combined Giving Campaign.

APPEARANCE:

County Supervisor Willie Johnson, 13th District

SCHEDULED ITEMS:

- 25/B-651 Supervisor Johnson stated this resolution would be a good option to offer County employees the ability to contribute to an organization so beneficial to the community. He urges his colleagues' support.
- 25/B-670 The following people appeared but did not speak in regards to this item:
Jon Janowski, Hunger Task Force
Young Kim, Fondy Food Center, Inc.
Diane Caspari, Hunger Task Force
Dick Buschmann, St. Vincent DePaul
Carmen Granados, UMOS
- 25/B-684 The entire Personnel Committee requested to be added as co-sponsors of this resolution.

ACTION BY: (Coggs-Jones) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan and Schmitt (Chair) – 7

NOES: 0

11. 07-230 From the Director, Department of Human Resources, requesting authorization to extend and increase funds for Stanard & Associates, Inc. contract and to increase the do not exceed limit by \$15,001, from \$49,999 to \$65,000.

25/B-694 ***ACTION BY: (Quindel) Approve. 7-0***

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan and Schmitt (Chair) – 7

NOES: 0

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

12. 07-190 From the Director, Department on Aging, requesting authorization to create one Quality Assurance Technician position in the Resource Center Division. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

25/B-699 ***ACTION BY: (Coggs-Jones) Approve the classification pending approval of the creation of the position by the Finance and Audit Committee. 7-0***

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan and Schmitt (Chair) – 7

NOES: 0

SCHEDULED ITEMS:

13. 07-213 From the Director, Department of Health and Human Services, requesting authorization to create 25 Certified Nursing Assistant Pool positions (Title Code 43820), 5 Registered Nurse III positions (Title Code 44570) (PR 27MN), and 1 Registered Nurse II – Utilization Review Specialist (Title Code 44620) (PR 18N). **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Corey Hoze, Director, Department of Health and Human Services

- 25/B-717 Mr. Hoze explained that there has been a significant increase in both the number of patients in need of emergency room service and hospitalization, which requires additional staff. They are also seeing a rise in the complexity of the cases being treated. He indicated that they hope to achieve savings in overtime as a result of the creation of the positions. The overtime is also causing significant stress and risk of burning out for the staff which can result in a diminished quality of care for patients and residents. With the absence of additional staff resources, BHD will continue to have difficulty in obtaining enough staff that units need to have a safe environment for the patients and the staff.

Questions and comments ensued.

- 25/B-493 The following people appeared and spoke in regards to this item:
Mr. Mark J. Leroux, R.N.
Ms. Denal Crawford, AFSCME
Ms. Beth Wervey, AFSCME

ACTION BY: (DeBruin) Approve the classifications pending approval of the creation of the positions by the Finance and Audit Committee. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan and Schmitt (Chair) – 6

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

14. 06-350 Status Report from the Employee Health Care Work Group on Employee Health Care. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(a)

SCHEDULED ITEMS:

APPEARANCE:

Rob Henken, Director, Department of Administrative Services

- 25/B-674 Mr. Henken stated the focus of the Employee Health Care Work Group at its most recent meetings has been review and analysis of data provided to them from the Cambridge Advisory Group. There are going to be several good uses for that data. The use that is being focused on right now is wellness. There is a lot of consensus emerging in terms of what a wellness and disease management program ought to look like. There are still details that need to be worked out and there will be subsequent meetings to do so.

Questions and comments ensued.

SEE ITEM #15 FOR COMMITTEE ACTION

15. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

26/A-693 ***ACTION BY: (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #s 14 and 15 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 5-0***

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan, and
Schmitt (Chair) – 5

NOES: 0

The Committee convened into closed session at approximately 12:05 p.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Dr. Karen Jackson, Director, Human Resources, DAS
Rob Henken, Director, DAS
Cynthia Archer, , Fiscal and Budget Administrator, DAS
Mary Reddin, Deputy Chief Information Officer, IMSD, DAS
Fran Rudig, Executive Assistant, County Executive's Office
Terrence Cooley, Chief of Staff, County Board
County Supervisor Willie Johnson, 13th District
Corey Hoze, Director, Department of Health and Human Services
Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:06 a.m. to 12:38 p.m.

Adjourned,

Jodi Napp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Wednesday, May 30, 2007 – 9:00 A.M.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 26; Side B, 001 – 032

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, *Quindel, Weishan, and Schmitt (Chair)

*Supervisor Quindel was not present at the time of roll call but appeared shortly thereafter.

SCHEDULED ITEMS:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

1. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.
- 20 **ACTION BY** (Cesarz) ***Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #1 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0***
AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Weishan, and Schmitt (Chair) – 6
NOES: 0

The Committee convened into closed session at approximately 9:05 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:03 p.m. to 11:33 a.m.

Adjourned,

Jodi Wapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, June 15, 2007 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 26; Side B, 034 – EOT
27; Side A, 001 – EOT
27; Side B, 001 – 097

PRESENT: Supervisors Cesarz, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair)

EXCUSED: Supervisor Coggs-Jones

SCHEDULED ITEMS:

1. 07-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.) (05/11/07: Committee requested reports from the Director of Human Resources and the County Executive regarding compensation for the executive salary group.)**

APPEARANCES:

Jerry Heer, Director of Audits, County Board
James Eggers, Human Resources Coordinator, Labor Relations

Discussion ensued regarding the additional reports submitted on the compensation for the Executive Salary Group.

- 26/B-161 Mr. Heer provided clarity by detailing the various options by which raises can occur. He explained that an advancement within the pay range is basically a raise higher than what would have otherwise been given, a reallocation is a way of adjusting a pay range for purposes of internal equity or competitiveness in the market place, and reclassification is putting people into a new position based upon the judgment of Human Resources (HR). Mr. Heer went on to state that the idea of getting a management pay raise beyond a normal increment should be judged on the merit based approach and linked to performance.

SCHEDULED ITEMS:

- 26/B-244 Mr. Eggers reviewed the report submitted by HR (copy attached to original minutes) summarizing the statistics as requested by the Committee.

Questions and comments ensued at length.

- 26/B-428 Supervisor Schmitt stated that the County Executive's position was submitted in the form of a report (copy attached to original minutes) from the Director of Administrative Services indicating there is a need for a consistent policy on Executive Salary Management positions and in accordance with that need, the Director of Human Resources has formed a workgroup, which includes County Board staff as well as HR managers and compensation staff to re-examine such.

ACTION BY: (Schmitt) Lay over the advancement within the pay range report dated May 11, 2007, for the Chief of Operations position pending completion of the compensation plan review by the workgroup or to the Call of the Chair. 6-0

AYES: Schmitt, Borkowski, DeBruin, Quindel, Weishan and Cesarz (Chair) – 6

NOES: 0

All items contained in the June report will be implemented.

2. 07-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 07-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

SCHEDULED ITEMS:

APPEARANCES:

Rob Henken, Director, Department of Administrative Services
Sushil Pillai, Milwaukee County Program Manager

- 26/B-558 Mr. Henken indicated that the overall project management approach has been altered considerably. One of the major changes include bringing in two people from SysLogic to boost top level project management. This was done to address the problem of not having the high level resources to devote full time. These additional resources have now been fully incorporated into the new project master plan and into the new management approach.

Mr. Henken stated that fundamentally, Mr. Sushil Pillai of SysLogic will be the program manager over the entire Ceridian project. They have increased top management capacity over payroll and human resources which are the key components. Changes were made in terms of IMSD bringing in its own program management office to play a bigger role in terms of tracking everything that is going to be done and coordinating the activities of the Implementation Oversight Committee.

Mr. Henken went on to state that the overall project master plan has been remapped, and it now incorporates the resources and sets a much more realistic go-live date of late 2007. He emphasized that successful implementation is much more important in this case than timely implementation. However, there is a need for balance between the two, and they are attempting to achieve that balance.

Questions and comments ensued at length.

The Committee expressed their concerns and frustration with the management of the project thus far.

- 27/A-316 Ms. Patty Yunk, D.C. 48, appeared and spoke in regards to this item.

- 27/A-407 Mr. Pillai provided further commentary, from a plan standpoint, as to project goals and where the project is headed.

ACTION BY: (Cesarz) Reports from the Department of Administrative Services (DAS) dated June 6, 2007, May 27, 2007 and June 7, 2007 be Received and Placed on file. 6-0

AYES: Cesarz, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director,
Division of Human Resources, DAS, to develop a reallocation plan
that reflects the efficiencies expected to be achieved and the future
County-wide deployment of human resources staff due to the
implementation of the Ceridian human resource system. **(1/27/06:
Chairman requested monthly status reports from the Director of
DHR regarding any efficiencies, savings, job shifting and where the
initiative is headed.) (REPORT FROM DIRECTOR, DHR –
INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE
COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

- 27/A-519 Chairman Schmitt expressed concern regarding the projection that more
clerical staff will be needed at the House of Correction to sufficiently run
the program under Ceridian.

Questions and comments ensued.

The Committee took no action regarding this informational report.

5. 07-269 From Director, Department of Administrative Services, and Interim Chief
Information Officer, (IMSD), providing an update on the Human
Resource Information System (HRIS) and requesting authorization to
execute a contract increase with SysLogic, Inc. **(Also to the Committee
on Finance and Audit.)**

APPEARANCE:

Rob Henken, Director, Department of Administrative Services

- 27/A-550 Mr. Henken stated that this reflects their request to have authorization to
contract with SysLogic. The precise amount is still unknown. However,
a not to exceed amount was set at \$300,000 for the rest of this calendar
year. If SysLogic would be needed to stay on past the end of this year,
they may potentially need to come back and ask for more money.

Questions and comments ensued.

***ACTION BY: (Weishan) Concur with the action taken by the Finance
and Audit Committee and approve. 5-1***

AYES: Cesarz, Borkowski, Quindel, Weishan and
Schmitt (Chair) – 5

NOES: DeBruin – 1

SCHEDULED ITEMS:

6. 07-256 A Resolution by Supervisor Mayo authorizing and directing the Director of the Department of Administrative Services to review departmental procedures and activities relating to the use and distribution of employee social security numbers and other protected data.

APPEARANCE:

Supervisor Michael Mayo, 7th District

- 27/A-606 The Chairman, with the help of Mr. Ceschin, explained a modification to the resolution that should come in the form of an amendment.

- 27/A-615 Supervisor Mayo indicated that he was supportive of the amendment.

ACTION BY: (Cesarz) Amend resolution by deleting reference to the Committee on Judiciary, Safety and General Services on Lines 48 and 49. 6-0

AYES: Cesarz, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 6

NOES: 0

ACTION BY: (Cesarz) Approve the resolution AS AMENDED. 6-0

AYES: Cesarz, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 6

NOES: 0

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

7. 07-211 From the Milwaukee County Sheriff, requesting authorization to abolish seven positions of Sergeant (Title Code 61700) (PR 22B), to create seven Lieutenants (Title Code 61710) (PR 30M) and to reallocate the pay ranges for Lieutenants and Captains for the Sheriff effective May 21, 2007. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

- 26/A-130 The Chairman informed the Committee at the start of the meeting that the Sheriff's Department has formally withdrawn their request as it pertains to this item.

The Committee took no action regarding this item.

8. 07-255 From Director, Department of Administrative Services, requesting authorization to abolish one position of Fiscal and Management Analyst 2 (Title Code 12230) (PR 26JM) and create one position of Accountant 4 (Title Code 04350) (PR 25M) in the Economic and Community

SCHEDULED ITEMS:

Development Division and to create one position of Fiscal and Management Analyst 3 in the Fiscal Affairs Division (Title Code 12220)(PR 33JM). **(Also to the Committee on Finance and Audit and Division of Human Resources.) (Report due from County Board staff.)**

APPEARANCES:

Rob Henken, Director, Department of Administrative Services
Steve Cady, Fiscal Analyst, County Board

Questions and comments ensued.

27/B-43 **ACTION BY: (Cesarz) Approve. 6-0**

AYES: Cesarz, Borkowski, DeBruin, Quindel, Weishan and
Schmitt (Chair) – 6

NOES: 0

9. 07-262 From Director, Department on Aging, requesting authorization to create one full time equivalent position of Contract Administrator in the Department on Aging. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

27/B-76 **ACTION BY: (Cesarz) Approve. 6-0**

AYES: Cesarz, Borkowski, DeBruin, Quindel, Weishan and
Schmitt (Chair) – 6

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

10. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

27/B-84 **ACTION BY: (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #10 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0**

AYES: Cesarz, Borkowski, DeBruin, Weishan, and
Schmitt (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

The Committee convened into closed session at approximately 11:15 a.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Jerry Heer, Director of Audits, County Board
James Eggers, Human Resources Coordinator, Labor Relations
Rob Henken, Director, Department of Administrative Services
Dr. Karen Jackson, Director, Human Resources
Supervisor Michael Mayo, 7th District
Steve Cady, Fiscal Analyst, County Board
Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:06 a.m. to 11:55 a.m.

Adjourned,



Committee Clerk
Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, July 20, 2007 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 27; Side B, 100 – EOT
28; Side A, 001 – EOT
28; Side B, 001 – EOT
29; Side A, 001 - 040

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, Weishan, and Schmitt (Chair)
EXCUSED: Supervisor DeBruin and Quindel

SCHEDULED ITEMS:

1. 07-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

27/A-522 The Chairman stated that the County Clerk requested that the Assistant County Clerk position listed on the Reclassification Report be laid over this cycle. There being no objections, it was so ordered. All other items contained in the July report will be implemented.

2. 07-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 07-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 07-15(a) From Director of Human Resources relative to requests to the Civil Service Commission regarding determination of whether a position will be in the 'classified" or "unclassified" service. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCE:

Rob Henken, Director, Department of Administrative Services

- 27/B-544 Mr. Henken explained that as he looked at these two vacant positions listed in the Procurement Division, he could not think of two positions more qualified to be in the Civil Service. He indicated the top purchasing people in this government should have Civil Service protection. Mr. Henken stated it is his recommendation, along with the support of the County Executive, that this be done now considering the positions are vacant.

The Committee took no action regarding this informational report.

5. 05-145 From Director, Department of Administrative Services, submitting an
(a) informational report regarding the Human Resource Information System (HRIS) and the Ceridian Contract. **(Also considered by the Committee on Finance and Audit.)**

APPEARANCE:

Rob Henken, Director, Department of Administrative Services

- 27/A-558 Mr. Henken indicated the Committee was alerted last month that the go-live date for the Ceridian project had been pushed back to late 2007. Consequently, there was a need to discuss with Ceridian an arrangement under which the Ceridian project staff could be retained on site through the end of the year and through final implementation to ensure that the timetable would be met. He stated Ceridian will maintain its full staff here for a fee of \$50,000 per month. They are also providing a break of two months in which there will be no charge. Authorization is not needed to do this. It is a matter of shifting funds from one area of the Ceridian contract to another. However, the Committee must be kept abreast.

Questions and comments ensued.

The Committee took no action regarding this informational report.

6. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

SCHEDULED ITEMS:

APPEARANCE:

Sushil Pillai, Ceridian Implementation Program Manager (SysLogic)

- 27/B-734 Mr. Pillai stated that what is in the report provided is very accurate. He explained one of the major milestones accomplished is the releasing of the benefits system. In terms of the larger project, he indicated there are still some open issues. Although those issues are being addressed, they are still moving forward with data conversion and all other aspects of the project. Mr. Pillai stated as of now, the project is going according to the plan.

Questions and comments ensued.

The Committee took no action regarding this informational report.

6. 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (REPORT FROM DIRECTOR, DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

- 28/A-68 Dr. Jackson's monthly reports now focus on individual departments. This month's review of the new Human Resource Information System (HRIS) focused on the Department on Aging. For this department, Dr. Jackson reported that the system is working effectively. The reason being that the staff is made up generally of office workers with regular schedules with very little overtime and very few flexible schedules. She stated this department is somewhat unique because they had the advantage of piloting the program earlier.

The Committee took no action regarding this informational report.

7. 07-P-05 From Director, Human Resources, submitting an informational report on the staffing patterns and issues confronting administrators at the House of Correction, Behavioral Health Division, and the Sheriff's Department. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources
James Eggers, Human Resources Coordinator, Labor Relations
Cynthia Archer, Fiscal and Budget Administrator
Patricia Perry-Wright, Employment and Staffing Manager, Human Resources
Jim Hill, Administrator, Behavioral Health Division
Ronald Malone, Superintendent, House of Correction
Willie Brisco, Assistant Superintendent, House of Correction
Richard Schmidt, Deputy Inspector/Jail Administrator, Sheriff's Department

- 28/A-130 Dr. Jackson began by providing the Committee with an overview explaining the Family Medical Leave Act (FMLA) and what cases apply. She touched base on overtime, attendance/absenteeism rates, attendance policies/procedures, workforce environment/nature of work, workforce/demographics/availability, personal factors/willingness to work, and health of the workforce.
- 28/A-209 Mr. Eggers summarized for the Committee the specific data/numbers reflected in Human Resources' report.
- Questions and comments ensued.
- 28/A-476 Supervisor Coggs-Jones suggested the Department of Administrative Services, Human Resources, and other County departments work together to provide reports with more accurate numbers, and the Committee should review the issues contained in this item on a monthly basis.
- 28/A-516 Ms. Archer addressed the issues of fringe benefits and authorized positions.
- 28/A-589 Ms. Perry-Wright addressed recruitment efforts.
- Questions and comments continued.
- 28/A-711 The following people appeared and spoke regarding this item:
Mr. Richard DeSpears, AFSCME DC48, Local 170
Ms. Beth Werve, AFSCME DC48, Local 645
Mr. David Eisner, AFSCME DC48, Local 594
Ms. Barbara Kelsy, AFSCME DC48, Local 501
- 28/B-157 The following Administrators and Department Heads appeared to provide information for the Committee regarding their specific

SCHEDULED ITEMS:

department:

Jim Hill, Administrator, Behavioral Health Division

Ronald Malone, Superintendent, House of Correction

Willie Brisco, Assistant Superintendent, House of Correction

Richard Schmidt, Deputy Inspector/Jail Administrator, Sheriff's Department

Questions and comments continued.

28/B-609 Ms. Penni Secore, AFSCME DC48 spoke in regards to this item.

The Committee took no action regarding this informational report.

Item #s 8 and 9 were considered together.

8. 07-185 From Director, Labor Relations, requesting to ratify the 2007-2008 Memorandum of Agreement between Milwaukee County and the Milwaukee Building and Construction and Trades Council. **(Also to the Committee on Finance and Audit.) (03/30/07: Item was laid over in Committee.)**

SEE ITEM #9 FOR COMMITTEE ACTION

9. 07-293 From Director, Labor Relations, requesting to ratify the 2007-2008 Memorandum of Agreement between Milwaukee County and the International Association of Machinists and Aerospace Workers. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

Greg Gracz, Director, Labor Relations

28/B-702 Mr. Gracz explained that this Trades Agreement is the same agreement that was brought before the Committee in March. It since has been ratified by the Union. It includes a 96% prevailing wage, a \$250 lump sum, the exact same health insurance plan that is in the AFSCME agreement with a re-opener on the wellness program, and job protection language for 2007 and 2008.

Mr. Gracz explained the Machinists Agreement is the exact same package that was presented to them in March. They have now ratified the agreement. It has a 1% increment in 2007 and three more 1% increments in 2008, a \$250 lump sum, the same health insurance package with a re-opener on the wellness program, and job protection language for 2007 and 2008.

SCHEDULED ITEMS:

ACTION BY: (Cesarz) Approve Item # 8 and 9. 5-0

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan and
Schmitt (Chair) – 5

NOES: 0

10. 07-317 From Chairman, Pension Board/Employees' Retirement System of the County of Milwaukee, requesting approval of amendments to Ordinances governing the Employees' Retirement System and OBRA 1990 Retirement System of the County of Milwaukee. **(Also to the Pension Study Commission.)**

APPEARANCES:

William Domina, Corporation Counsel

Steve Huff, Counsel, Reinhart Boerner Van Deuren SC

- 27/B-138 Mr. Domina stated the Pension System is coming up on its required report to the IRS in 2008 in which the plan goes to the IRS to get its tax qualified certification. The Pension System has undertaken a review of its own file administration and has determined that there are file anomalies, in particular, in the "buy back" and "buy in" areas. The Pension System has gone before under the pretense that things have possibly been applied inappropriately in consideration with the plan. The IRS was told about it under the self reporting system. He went on to state part of the documents on this item are corrective actions on a going forward basis that would effect the "buy back" and "buy in" programs.

- 27/B-213 Mr. Huff reiterated what was stated by Mr. Domina and added that the Employee Retirement System (ERS) and OBRA are separate tax qualified retirement plans. In order to maintain tax qualification, they must obtain determination letters from the IRS to demonstrate their tax qualification. There's a periodic timeframe to resubmit under the IRS' current program which is on a five year schedule. The current cycle for government plans is Cycle C. That cycle begins February 1, 2008 and ends January 31, 2009. He went on to state there are certain amendments that need to be made to both the ERS and OBRA ordinances for that to happen.

Mr. Huff indicated the ordinance amendments were initially proposed by the Pension Board to be adopted in April 2007. They recently re-proposed some of the amendments and removed three amendments from the proposal. The reason the three amendments were taken out was because that same month the amendments were proposed, the IRS came out with two new requirements effective January 1, 2008. In order to get a jump on those new requirements, they were put into the package and were requested to be adopted.

SCHEDULED ITEMS:

He stated the Pension Board had one very technical amendment as part of the package that affected very few people. Once the actuary configured the costs, it was realized that there was an actuarial cost. That was not what the Pension Board thought it was proposing. The Pension Board believed that all of the amendments it was proposing had either no cost or a very insignificant cost. What the Pension Board is proposing today, has no cost. Mr. Huff indicated that just after the most recent Pension Board meeting, some new information came to light. There are three additional amendments that have been flagged. Although they were not proposed as corrections to the "buy back " and "buy in " programs because they were proposed years ago, they do have the words "buy back" and "buy in" in them. This could create an impression in the public's mind that the County Board is trying to correct something about those programs. The Pension Board does not want the County Board to put itself in a place where it is adopting legislation or ordinance changes that puts itself in that position.

27/B-275 Mr. Domina proceeded to explain what the Committee's options for action are.

Questions and comments ensued.

ACTION BY: (Cesarz) AMEND the proposed resolution/ordinance as follows:

- 1. Delete the language in Section 5, beginning on line 247 with the word "The" and ending on Line 251 with the word "basis."***
- 2. Insert a new section labeled "Section 8" on Line 286 that reads "Section 8. Effective January 1, 2008, Section 201.24(12.3)(4) is repealed" and renumber subsequent sections accordingly.***
- 3. Insert a new section labeled "Section 16" on Line 482 that reads "Section 16. Effective January 1, 2008, Section 203(7.1)(f)(ii) is repealed and Section 203(7.1)(f)(i) is renumbered 203(7)(f). (Amendment #1 is attached to original minutes.) 4-1***

AYES: Cesarz, Borkowski, Weishan and Schmitt (Chair) – 4

NOES: Coggs-Jones – 1

ACTION BY: (Cesarz) Lay the item over to the Call of the Chair and refer to the Pension Study Commission as AMENDED. 5-0

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan and Schmitt (Chair) – 5

NOES: 0

SCHEDULED ITEMS:

11. 07-326 From Director, Department of Parks, Recreation and Culture, requesting authorization to dual fill the position of Marina Manager – McKinley Marina, title code 41350.

28/B-726 **ACTION BY: (Borkowski) Approve. 5-0**

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan and
Schmitt (Chair) – 5

NOES: 0

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

Item #s 12, 13, 14, and 15 were considered together.

12. 07-297 From Director, Department of Administrative Services, requesting authorization to create one position of Deputy Controller in the Fiscal Affairs Division. **(Also to the Committee on Finance and Division of Human Resources.) (Report from County Board Staff.)**

SEE ITEM #15 FOR COMMITTEE ACTION

13. 07-316 From Director, Department of Transportation and Public Works, requesting the mid-year (2007) creation and abolishment of Airport Operations and Maintenance Section positions for General Mitchell International Airport (GMIA). **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

SEE ITEM #15 FOR COMMITTEE ACTION

14. 07-321 From Director, Department on Aging, requesting authorization to abolish one position of Accounting Coordinator (Aging) upon vacancy and create one position of Accounting Manager (CMO/Accounts Receivable) in the Department on Aging's Care Management Organization (CMO). **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

SEE ITEM #15 FOR COMMITTEE ACTION

15. 07-322 From Director, Department on Aging, requesting authorization to create one position of Claims Technician in the Department on Aging's Care Management Organization (CMO). **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

28/B-735

SCHEDULED ITEMS:

ACTION BY: (Cesarz) Approve Item #s 12, 13, 14, and 15. 5-0

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan and
Schmitt (Chair) – 5

NOES: 0

16. 07-213 From Director, Department of Health and Human Services, requesting
(a)(a) authorization to create five Registered Nurse I positions in the
Behavioral Health Division. **(Also to the Committee on Finance and
Audit, Department of Administrative Services, and Division of Human
Resources.)**

28/B-749 The following people appeared and spoke regarding this item:
Mr. Richard DeSpears, AFSCME DC48, Local 170
Ms. Barbara Kelsy, AFSCME DC48, Local 501

ACTION BY: (Borkowski) Approve. 5-0

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan and
Schmitt (Chair) – 5

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

17. 06-350 Status Report from the Employee Health Care Work Group on Employee
(a) Health Care. **(Also considered by the Committee on Finance and
Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED
BY THE COMMITTEE)**

APPEARANCE:

Rob Henken, Director, Department of Administrative Services

28/B-768 Mr. Henken stated in terms of healthcare cost trends, there were a
couple of reports before the Finance and Audit Committee. The trends
continue to be positive. They are projecting a budgetary surplus. He
stated that they hired a fiscal manager for the Benefits division, and they
are in the process of recruiting for some additional key positions in that
area.

The Committee took no action regarding this informational report.

18. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining
agreements.

SCHEDULED ITEMS:

29/A-27 ***ACTION BY: (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #18 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 5-0***

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan, and
 Schmitt (Chair) – 5

NOES: 0

The Committee convened into closed session at approximately 12:10 p.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Rob Henken, Director, Department of Administrative Services
Dr. Karen Jackson, Director, Human Resources
James Eggers, Human Resources Coordinator, Labor Relations
Cynthia Archer, Fiscal and Budget Administrator
Patricia Perry-Wright, Employment and Staffing Manager, Human Resources
Jim Hill, Administrator, Behavioral Health Division
Ronald Malone, Superintendent, House of Correction
Willie Brisco, Assistant Superintendent, House of Correction
Richard Schmidt, Deputy Inspector/Jail Administrator, Sheriff's Department
Greg Gracz, Director, Labor Relations
William Domina, Corporation Counsel
Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:04 a.m. to 12:33 p.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, September 21, 2007 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 29; Side A, 041 – EOT
29; Side B, 001 – EOT
30; Side A, 001 – EOT
30; Side B, 001 – EOT
31; Side A, 001 - 541

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan,
and Schmitt (Chair)

SCHEDULED ITEMS:

1. 07-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

2. 07-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 07-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(Also considered by the Committee on Finance and Audit.) (REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE) (Additional addendum reports from DAS.)**

SCHEDULED ITEMS:

APPEARANCES:

Rob Henken, Director, Department of Administrative Services

Dennis John, Chief Information Officer, IMSD-DAS

Sushil Pillai, Ceridian Implementation Program Manager (SysLogic)

- 29/A-103 Mr. Henken stated that his general assessment is that the technical side of this project is on schedule to have the time and attendance and web based systems up and running by late 2007. He indicated the biggest challenge is making sure that County workers are properly trained. Due to population surges at the Behavioral Health Division, House of Correction, and the Juvenile Detention Center, staff will be placed in the field specifically at those sights to answer questions and to help when the system goes live.
- 29/A-149 Mr. John indicated that technically, everything is well on track. The project does not have any technical hurdles that can't be overcome given the set timeframe. The biggest issue at this point is gaining full participation from employees. IMSD and DHR have made a commitment to go out and meet with departments where there is concern to find out what additional resources can be provided to assist in successful implementation. There will need to be a full 100% parallel test completed.
- 29/A-178 Mr. Pillai concurred with what was stated by Mr. Henken and Mr. John. He indicated that from a technical standpoint, the project is progressing in the right direction. He went on to state that there are certain departments facing issues. As a result, people have been put in the field to assist. Mr. Pillai indicated the Ceridian Recruiting System (CRS) module has made significant progress. The functionality of that product will be presented to the Implementation Oversight Committee next week. The CRS product is also scheduled to go live before the end of this year.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the**

SCHEDULED ITEMS:

**initiative is headed.) (REPORT FROM DIRECTOR, DHR –
INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE
COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

- 29/A-548 Dr. Jackson explained that in this report, she focused on the Department of Child Support Enforcement. Child Support is not a 24/7 operation. However, there was one thing that was unique about this Department. In the course of their work, they had a parallel experience translating data from one system to another. They also have leadership that is dedicated to doing an automated way of business of which the staff is very receptive. This results in a department that was able to adapt to the Ceridian process very readily. Dr. Jackson stated looking at the role of the payroll clerks, there would be no need for additional staffing. However, the way Ceridian is being formatted, it will require some realignment of duties of the payroll clerk positions.

The Committee took no action regarding this informational report.

5. 07-P-07 From Director, Employee Benefits Division (DAS), submitting and informational report providing an update on the key activities and accomplishments of the Employee Benefits Division (DAS).
**(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE
COMMITTEE)**

APPEARANCE:

David Arena, Director, Employee Benefits Division (DAS)

- 29/A-579 Mr. Arena stated the benefits portion of Ceridian was the first segment of the system to go live. They are currently using the system for new employees and updates to current employees. The challenge this fall will be to get everybody re-enrolled in benefits through the system. Currently, there is a question as to how accurate the benefits data is. Consequently, going through a re-enrollment will ensure accurate up-to-date records, which will help manage costs over time.

Mr. Arena indicated that quite a bit of training has taken place with payroll administrators including a refresher course from the initial training that was offered in the spring. There will be mandatory training again in October. Meetings are being planned with employees to provide instruction on how to get into the system. He assured the Committee that the system is relatively easy to use. They are working on step-by-step instructions and will have videos to show people how to

SCHEDULED ITEMS:

use the system. Kiosks will be set up throughout the County to provide assistance. In addition, Ceridian has 800 numbers for people to call.

Questions and comments ensued.

- 29/A-709 Supervisor DeBruin requested a follow-up report relating to item Number 4 of the report, "Medical Claims and Provider Network Administration Issues." She indicated she would be interested in receiving more background information regarding the first three bullet points listed under this heading. The report should include the following information: Insofar as the first bullet point, she would like to know how the contracts are structured to see if there's a way to minimize the County being impacted when those types of issues arise and also what the actual or projected actual impact is going to be. The next two bullet points indicates that there was a review of the claims processing financial reporting and customer service support, but she is interested in knowing what were the results of that review and what still needs to be done.

The Committee took no action regarding this informational report.

6. 07-358 A Resolution by Supervisor Nyklewicz authorizing and directing the Employee Benefits Manager to develop and issue a Request for Proposals (RFP) for the administration of the employee Flexible Spending Account Plan. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

David Arena, Director, Employee Benefits Division (DAS)

- 29/B-51 Mr. Arena stated there were a host of issues regarding administration of the Flexible Spending Account (FSA) cards and system with Ceridian earlier in the summer. They worked very diligently with Ceridian to improve the performance of the plan. Management teams were installed over the FSA unit in Ceridian's offices in Florida. There has also been the addition of new account management on a national basis, which is an excellent change and has helped the Ceridian project across the board. More effort has been put in regarding checking claims that are coming through the system, which is also an accomplishment. There were problems dealing with extension carryover from 2006 to 2007 and accounting issues. Those have been rectified. Mr. Arena stated they are looking further into FSA cards. The preliminary reviews are mixed.

Questions and comments ensued.

SCHEDULED ITEMS:

- 29/B-148 Supervisor Coggs-Jones requested fiscal projections reflecting what the fiscal impact would be if 3,000 County employees were signed up for the program. She would like to know what the savings would be for individual employees and the County as a whole.
- 29/B-155 Supervisor Cesarz suggested this Committee concur with the Committee on Finance and Audit and refer this item to the Employee Benefits Division for further review and a report back. This was so ordered by the Chairman.

The Committee took no action regarding this informational report.

7. 07-P-05 A. From Director, Human Resources, submitting an informational report on the staffing patterns and issues confronting administrators at the House of Correction, Behavioral Health Division, and the Juvenile Detention Center. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE) (07/20/07: Committee requested combined monthly status reports from the Directors of DHR and DAS with input provided from the various Department Heads.)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources
Jim Hill, Administrator, Behavioral Health Division
Thomas Wanta, Superintendent, Juvenile Detention Center
Ronald Malone, Superintendent, House of Correction

- 29/B-207 Dr. Jackson stated her report reflects how many vacant funded positions were available and the recruitment in process. In some cases, there are more vacant positions than are being requested to fill. For the House of Correction (HOC), six public safety tests have been conducted each year with an average attendance of approximately 150 applicants. The difference between that number and the number that is actually hired is the screening obstacles, which include criminal background checks and psychological evaluations. In addition, when looking at HOC in particular, they found that out of 22 officers hired, 19 quit. That equates to an 86% turnover. This is a consistent problem.

Dr. Jackson went on to state that the number of vacancies does not reflect the hires in progress. She reviewed short term and long term strategies. Human Resources is addressing these issues by acquiring an additional employee to assist in recruitment efforts, scheduling public safety exams every month, working closely with these departments to develop strategies to expedite recruitment, making changes in current testing processes, and working closely with specialized nursing

SCHEDULED ITEMS:

recruiters.

Dr. Jackson reviewed the numbers in the report that relate to FML and provided long term and short term strategies to address the issue. FML can be associated with the stress that direct care positions have. She stated they will be looking at the Wellness Committee as a vehicle for promoting healthier outlooks and developing strategies to help prevent such a high percentage of illness as reflected by FML. In the budget next year, there will be a proposal for FML oversight to ensure compliance and to authorize the right to implement the second opinion.

In discussing the overtime problem, she indicated that it is directly correlated to the unexpected ever-increasing populations that are coming into the facilities, which is uncontrollable.

- 29/B-339 The following Administrators and Department Heads appeared to provide information for the Committee regarding their specific department:

Jim Hill, Administrator, Behavioral Health Division
Thomas Wanta, Superintendent, Juvenile Detention Center
Ronald Malone, Superintendent, House of Correction

Questions and comments ensued.

- 30/A-442 The following people appeared and spoke regarding this item:
Mr. Richard DeSpears, AFSCME DC48, Local 170
Mr. David Eisner, AFSCME DC48, Local 594
Ms. Penni Secore, AFSCME DC48
Officer Jones-Haynes, Correctional Officer, House of Correction
Mr. Shaughn Flemmer, Correctional Officer, House of Correction
Mr. Donald Brickner, Correctional Officer, House of Correction
Mr. Sandy Biscontine, Correctional Officer, House of Correction
Mr. Pete Lister, Correctional Officer, House of Correction
Mr. Kevin Schoofs, AFSCME DC48, Local 567 & CO, HOC
Ms. Markata Smith filled out a card to speak but was unable to stay.

- 30/B-335 Supervisor Borkowski suggested this Committee concur with the Committee on Finance and Audit and refer this item to Corporation Counsel, County Board and Audit staff for the budget deliberations. This was so ordered by the Chairman.

- 30/B-338 ***MOTION BY: (Borkowski) Requesting a complete audit going back four years detailing hiring practices, disciplinary actions, and policies and procedures.***

SCHEDULED ITEMS:

- 30/B-702 This motion was later withdrawn by Supervisor Borkowski.
- 07-368 B. A Resolution by Supervisor Borkowski authorizing and directing the Director, Department of Administrative Services – Division of Human Resources, and the Superintendent, House of Correction, to prepare and submit a supplemental action plan for enhanced recruitment, retention, and respite efforts for public safety positions at the House of Correction. **(Also to the Committee on Judiciary, Safety, and General Services.)**
- 30/B-385 Supervisor Borkowski indicated that Supervisors DeBruin and Cesarz requested to be co-sponsors on this resolution.
- 30/B-386 Supervisors Quindel and Chairman Schmitt also requested to be added as co-sponsors.
- 30/B-388 Supervisor Borkowski explained the logistics of his resolution.
- Questions and comments ensued.
- 30/B-493 ***ACTION BY: (Weishan) AMEND the resolution by deleting Lines 37-40, which refers to waiving the residency requirement. 2-4***
AYES: Weishan and Schmitt (Chair) – 2
NOES: Cesarz, Borkowski, DeBruin, and Quindel - 4
EXCUSED: Coggs-Jones – 1
- 30/B-630 ***ACTION BY: (Quindel) AMEND the resolution by deleting the words “including residency requirements” on Line 38. 4-2***
AYES: DeBruin, Quindel, Weishan, and Schmitt (Chair) – 4
NOES: Cesarz and Borkowski - 2
EXCUSED: Coggs-Jones – 1
- 30/B-656 Supervisor Borkowski offered a friendly amendment to his own resolution to add the following BE IT FURTHER RESOLVED CLAUSE: “BE IT FURTHER RESOLVED that the Department of Audit is authorized and directed to review hiring practices and the application of County employment policies at the House of Correction from January 1, 2004 to the present.”
- ACTION BY: (Borkowski) Approve as AMENDED. 6-0***
AYES: Cesarz , Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 6
NOES: 0
EXCUSED: Coggs-Jones – 1

SCHEDULED ITEMS:

The Committee broke at 1:20 p.m. and reconvened at approximately 1:40 p.m. The roll call was taken and all Committee Members, with the exception of Supervisor Coggs-Jones (excused), were present.

8. 07-369 A Resolution by Supervisors Weishan and Broderick authorizing and directing the Director, Division of Intergovernmental Relations, to convey to the Wisconsin State Legislature that Milwaukee County supports the inclusion of the Healthy Wisconsin Plan in the 2004-2009 Wisconsin State Budget. **(Also to the Committee on Intergovernmental Relations.)**

30/B-736 Supervisor Weishan indicated that the Committee, in addition to the resolution, should have received a brief preliminary overview from the Cambridge Advisory Group that highlights some of the possible savings for Milwaukee County. He stated anything that has the potential to save the County money is something that the County Board should support. The Healthy Wisconsin Plan provides extravagant savings for municipal governments across the state.

31/A-72 Supervisor Quindel requested to be added as a co-sponsor.

31/A-126 Supervisor DeBruin requested to be added as a co-sponsor.

Questions and comments ensued.

ACTION BY: (Weishan) Approve. 3-3

AYES: DeBruin, Quindel, and Weishan – 3

NOES: Schmitt, Borkowski, and Cesarz (Chair) - 3

EXCUSED: Coggs-Jones – 1

9. 07-P-06 From Chief Information Officer, DAS-IMSD, submitting an informational report regarding modification of existing mechanism for purchasing savings bonds. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Mary Reddin, Deputy Chief Information Officer, IMSD-DAS

31/A-365 Ms. Reddin stated the County currently has a manual process in the payroll department and in the Treasurer's Office dependent upon paper forms and facilitated through custom software to provide savings bonds to the several hundred County employees who currently use savings bonds as an investment mechanism. Since the County is now moving into an age of on-line processing for payroll, benefits, and other matters,

SCHEDULED ITEMS:

it seems appropriate to move forward with enabling employees to purchase their savings bonds electronically. A draft letter is attached to the report, which will be sent out to those employees who currently have savings bonds. There is an IMSD staff member available to assist in this process and help employees move to electronic methodology or paper methodology, if they wish to continue to use that.

Questions and comments ensued.

The Committee took no action regarding this informational report.

10. 07-256 (a) An adopted Resolution by Supervisor Mayo authorizing and directing the Director of the Department of Administrative Services to review departmental procedures and activities relating to the use and distribution of employee social security numbers and other protected data. **(Report due from Director of DAS.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Rob Henken, Director, Department of Administrative Services (DAS)

- 30/B-716 Mr. Henken stated that DAS is in the process of surveying all departments as to the collection of all personal identification data, the areas within departments that collect it, the storage of said data, and access to the data. The responses to the survey are due to DAS later this month. DAS will review the responses to the survey and submit an updated report to the Committee in December.

The Committee took no action regarding this informational report.

11. 07-347 From Corporation Counsel, requesting authorization to amend Milwaukee County General Ordinance, Section 17.33, relative to seminar reimbursement for non-represented attorneys. **(Also to the Committee on Judiciary, Safety and General Services.)**

31/A-390 **ACTION BY: (DeBruin) Approve. 6-0**

AYES: Cesarz , Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 6

NOES: 0

EXCUSED: Coggs-Jones – 1

SCHEDULED ITEMS:

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

12. 07-296 From Superintendent, House of Correction, requesting authorization to abolish one position of Public Safety Fiscal Analyst and create one position of Operations Manager effective July 29, 2007. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**
- 31/A-410 ***ACTION BY: (DeBruin) Approve at the HR recommended Pay Range of 34M. 6-0***
AYES: Cesarz , Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 6
NOES: 0
EXCUSED: Coggs-Jones – 1
13. 07-328 From Chief Judge, First Judicial District Court, requesting authorization to un-fund the position of Register in Probate and create one Accountant II position and one Assistant Chief Deputy Clerk position in the Register in Probate Office. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**
- 31/A-483 ***ACTION BY: (Borkowski) Approve. 6-0***
AYES: Cesarz , Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 6
NOES: 0
EXCUSED: Coggs-Jones – 1

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

14. 07-355 A Resolution by Supervisors Quindel, Holloway, Weishan, Rice, Schmitt, Broderick, Borkowski, Devine, Jursik and Mayo, endorsing the Pension Board's efforts to review, investigate and analyze pension benefit issues, payments, and practices, and further authorizing and directing the Corporation Counsel and the Director, Department of Administrative Services – Division of Employee Benefits, in conjunction with the Pension Board's investigation, to review and assess any prior correspondence, opinions or directives from their respective offices and, if necessary, retract, reissue or reinterpret prior communications, and report their findings to the Personnel and Finance and Audit Committees. **(Also to the Committee on Judiciary, Safety and General Services and the Committee on Finance and Audit.)**

SCHEDULED ITEMS:

31/A-495 **ACTION BY** *(Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #14 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0*

AYES: Cesarz, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 6

NOES: 0

EXCUSED: Coggs-Jones – 1

The committee convened into closed session at approximately 2:27 p.m. and reconvened in open session at approximately 3:10 p.m. The roll call was taken and all Committee Members, with the exception of Supervisor Coggs-Jones (excused), were present.

31/A-517 **ACTION BY:** *(Quindel) AMEND the resolution by replacing the word “efforts” with “goals” on Line 58 and add a “BE IT FURTHER RESOLVED CLAUSE” at Line 68 that reads as follows: BE IT FURTHER RESOLVED, that the Milwaukee County Pension Board is encouraged (if permitted by law) to cease any prospective payment of a pension benefit related to a buy in or buy back that has been determined to be in violation of Milwaukee County Ordinance or Federal law and that the Pension Board is encouraged to vigorously pursue recovery of any payments made in violation of County Ordinance or Federal law. 6-0*

AYES: Cesarz, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 6

NOES: 0

EXCUSED: Coggs-Jones – 1

ACTION BY: *(Quindel) Approve as AMENDED. 6-0*

AYES: Cesarz , Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 6

NOES: 0

EXCUSED: Coggs-Jones – 1

SCHEDULED ITEMS:

15. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

31/A-495 **ACTION BY** *(Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item # 15 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0*

AYES: Cesarz, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 6

NOES: 0

The Committee reconvened in open session but did not address this item.

STAFF PRESENT:

Rob Henken, Director, Department of Administrative Services

Dennis John, Chief Information Officer, IMSD-DAS

Dr. Karen Jackson, Director, Human Resources

David Arena, Director, Employee Benefits Division (DAS)

Jim Hill, Administrator, Behavioral Health Division

Thomas Wanta, Superintendent, Juvenile Detention Center

Ronald Malone, Superintendent, House of Correction

Mary Reddin, Deputy Chief Information Officer, IMSD-DAS

Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:05 a.m. to 3:13 p.m.

Adjourned,

Jodi Mapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, October 26, 2007 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 31; Side A, 542 to EOT
31; Side B, 001 to EOT
32; Side A, 001 to 400

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, *DeBruin, Quindel, Weishan, and Schmitt (Chair)

*Supervisor DeBruin was not present at the time of roll call but appeared shortly thereafter.

SCHEDULED ITEMS:

1. 07-407 From the County Executive, appointing Mr. Fred Delmenhorst to serve on the Milwaukee County Personnel Review Board to fill the vacancy created by the resignation of Mr. Thomas Nardelli for a term expiring October 31, 2009.

APPEARANCE:

Fran Rudig, Executive Assistant, County Executive's Office

- 31/A-554 Ms. Rudig introduced Mr. Delmenhorst to the Committee who then provided brief comments.

ACTION BY: (Borkowski) Approve. 7-0

AYES: Cesarz , Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

2. 07-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

3. 07-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

The Committee took no action regarding this informational report.

4. 07-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

5. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

APPEARANCE:

Sushil Pillai, Ceridian Implementation Program Manager (SysLogic)

- 31/B-705 Mr. Pillai stated that people are definitely stepping up and doing what is required. As a consequence, issues are surfacing that need to be addressed. Two parallel testing processes have been conducted and one more will be conducted before actually going live. Parallel testing includes testing the entire process from beginning to end. The process has also been validated. There has been a significant amount of progress made between the first testing process and the testing that is being conducted right now.

Mr. Pillai indicated the reason it was decided not to go live sooner is because the percentage of accuracy when it comes to paychecks should be much higher than what is being seen right now. A lot of areas of the project have moved from yellow to green and some have moved from red to yellow because its getting very close to going live. Mr. Pillai went on to state that in spite of doing everything that needs to be done, there will still be problems. A support plan has been put in place to address these problems, which include telephone numbers that people can call. The Ceridian Communicator has moved into a weekly format, which has heightened communication with employees to ensure they understand what is happening every step of the way.

Questions and comments ensued.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director,
Division of Human Resources, DAS, to develop a reallocation plan
that reflects the efficiencies expected to be achieved and the future
County-wide deployment of human resources staff due to the
implementation of the Ceridian human resource system. **(1/27/06:
Chairman requested monthly status reports from the Director of
DHR regarding any efficiencies, savings, job shifting and where the
initiative is headed.) (REPORT FROM DIRECTOR, DHR –
INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE
COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

- 31/B-772 Dr. Jackson explained that in this report, she focused on the Department
of Transportation and Public Works. Certain divisions within this
department are 24/7 operations and the shifts vary. The work shifts
differ depending on conditions or location. More training is being
requested due to the staff not having as much experience using
computers because of limited access to computers. There also needs to
be specialized attention and training on the intricacies of recording
overtime. Dr. Jackson stated looking at the role of the payroll clerks,
there would be no need for additional staffing at this time.

The Committee took no action regarding this informational report.

6. 07-P-08 From the Director of Audits, submitting an informational report
regarding Agreed Upon Procedures by Virchow Krause and Company
on the Ceridian Human Resources Information System (HRIS)
implementation. **(Also considered by the Committee on Finance and
Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED
BY THE COMMITTEE)**

APPEARANCE:

Jerome Heer, Director of Audits, County Board

- 31/A-591 Mr. Heer stated on March 29, 2007, Virchow Krause and Company
issued a report with over two dozen observations about areas that the
Ceridian team could improve to ensure the likelihood of successful
implementation. As the project moves into the critical phase of going
live, Virchow Krause was brought back to review the top twelve areas
where validation was needed that everything was on the right path.
Virchow Krause indicated that very substantial progress has been made
since the end of March. The realignment of the project management

SCHEDULED ITEMS:

team and the inclusion of additional resources have really been strong factors. However, the firm did note some areas where they see the need for additional efforts. The areas include contingency planning, testing of systems, and training of all users of the system. The project team reviewed the Virchow Krause report and provided a response that shows a very high level of concurrence and a real action plan for addressing the concerns.

Mr. Heer stated the next potential dates for going live is the pay period of November 18, 2007 to December 1, 2007, which is the pay check that employees will receive on December 13, 2007. That is the new date that has been targeted to have a successful implementation in this calendar year, which is believed to be achievable. Mr. Heer went on to state that this is not going to happen without a continued sustained effort by everybody. At this point, the Virchow Krause report has been adequately and properly addressed by the Ceridian team. The plan is in place and the resources have been provided to successfully go live.

Questions and comments ensued at length.

The following people appeared and spoke regarding this item:

Ms. Beth Werve, AFSCME, Local 645

Mr. Rick DeSpears, AFSCME, Local 170

The Committee took no action regarding this informational report.

7. 07-410 From the Director, Employee Benefits, requesting authorization to execute a three-year contract with APS for a comprehensive employee wellness and disease management program.

APPEARANCE:

David Arena, Director, Employee Benefits Division (DAS)

- 32/A-16 Mr. Arena stated that this is the start of a process where it is going to be a very different approach to managing healthcare. This is the first step of many steps but one which the County is going to take much less of a passive role in our healthcare delivery and begin to take a more active dynamic stance to help manage costs. As part of the contract agreement settlement with AFSCME DC48, the County was directed to implement a wellness and disease management program, which would include risk management assessments, biometric measures, lifestyle management, and nurse line care advocacy services. The only issue not agreed upon is the incentive payments made to encourage employees to engage in the program. The whole purpose of this effort is to put the tools, education, and information in the hands of those employees that need it

SCHEDULED ITEMS:

to help improve and manage their healthcare more efficiently.

Mr. Arena stated that through the Request For Proposals process, it was determined that APS Healthcare was the best choice. APS was not the lowest bidder on the project, but they were one of the lower bidders and viewed as the best value for their services. They offer a very comprehensive approach to wellness and disease management, and they have a very positive outreach approach. They are also willing to put 15% of their fees at risk, which is very important in order to have accountability from a vendor such as this. This is a performance based contract. APS does not subcontract for things such as clinical reviews. All of their personnel is in-house, and that is viewed as a very positive feature of their services.

Questions and comments ensued.

- 32/A-189 Supervisor DeBruin requested that the Committee be provided with a copy of the actual contract between Milwaukee County and APS Healthcare.

ACTION BY: (Cesarz) Approve. 7-0

AYES: Cesarz , Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

8. 07-358 A Resolution by Supervisor Nyklewicz authorizing and directing the Employee Benefits Manager to develop and issue a Request for Proposals (RFP) for the administration of the employee Flexible Spending Account Plan. **(Also to the Committee on Finance and Audit.) (Report due from Employee Benefits Director.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

David Arena, Director, Employee Benefits Division (DAS)

- 32/A-351 Mr. Arena stated that this issue is scheduled to be revisited in 2009. By that time, the technology that is being pushed by the Internal Revenue Service (IRS) regarding these automated and inventory approval systems will be in place on a more broader basis, which will allow the County to issue cards that can be used throughout the area. It also will not require people, after the fact, to provide paper documentation. That is where a majority of the problems occur.

Questions and comments ensued.

SCHEDULED ITEMS:

ACTION BY: (Borkowski) Concur with the Committee on Finance and Audit and lay over to the Call of the Chair. 7-0

AYES: Cesarz , Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

9. 07-379 From the Director of Human Resources, submitting recommendations
(a)(a) for appropriate classifications and rates of pay for positions created in the 2008 Adopted Budget.

APPEARANCE:

James Eggers, Human Resources Coordinator, Labor Relations

Questions and comments ensued.

32/A-422 **ACTION BY: (DeBruin) Approve based on the Committee on Finance and Audits' creation recommendations. 7-0**

AYES: Cesarz , Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

10. 06-395 From the Director of Human Resources, submitting recommendations
(a)(g) for appropriate classifications and rates of pay for positions created in the 2007 Adopted Budget.

32/A-460 **ACTION BY: (Quindel) Approve. 7-0**

AYES: Cesarz , Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

11. 07-368 An adopted Resolution by Supervisor Borkowski authorizing and
(a) directing the Director, Department of Administrative Services – Division of Human Resources, and the Superintendent, House of Correction, to prepare and submit a supplemental action plan for enhanced recruitment, retention, and respite efforts for public safety positions at the House of Correction. **(Also to the Committee on Judiciary, Safety, and General Services.) (Report due from House of Correction Superintendent.)**

APPEARANCES:

Ara Garcia, Human Resources Coordinator, House of Correction
Ronald Malone, Superintendent, House of Correction

32/A-483 The following people appeared and spoke regarding this item:
Ms. Penni Secore, AFSCME, DC48

SCHEDULED ITEMS:

Ms. Marsha Spells, Sergeant, House of Correction

Questions and comments ensued at length.

ACTION BY: *(DeBruin) The report submitted by the House of Correction Superintendent and Director of Human Resources dated October 16, 2007, be Received and Placed on File with follow-up reports monthly. 7-0*

AYES: Cesarz , Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

12. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

32/A-393 **ACTION BY** *(Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #12 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0*

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 12:15 p.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Fran Rudig, Executive Assistant, County Executive's Office
Dr. Karen Jackson, Director, Human Resources
Jerome Heer, Director of Audits, County Board
David Arena, Director, Employee Benefits Division (DAS)
James Eggers, Human Resources Coordinator, Labor Relations
Rob Henken, Director, Department of Administrative Services
Dennis John, Chief Information Officer, IMSD-DAS
Ara Garcia, Human Resources Coordinator, House of Correction
Ronald Malone, Superintendent, House of Correction
Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:04 a.m. to 1:43 p.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, December 14, 2007 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 32; Side A, 400 to EOT
32; Side B, 001 to EOT
33; Side A, 001 to 353

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, *De Bruin, Quindel, Weishan, and Schmitt (Chair)

*Supervisor De Bruin was not present at the time of roll call but appeared shortly thereafter.

SCHEDULED ITEMS:

1. 07-441 From the County Executive, appointing Mr. Jeffrey J. Mawicke to serve on the Milwaukee County Pension Board for a term to expire on April 30, 2008. Mr. Mawicke will fill the vacancy created by the resignation of Mr. Michael Ostermeyer.

APPEARANCE:

Fran McLaughlin, Executive Assistant, County Executive's Office

- 32/B-411 Ms. McLaughlin introduced Mr. Mawicke to the Committee who then provided brief comments.

ACTION BY: (Cesarz) Approve. 7-0

AYES: Cesarz , Coggs-Jones, Borkowski, *De Bruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

- 33/B-351 ****Supervisor De Bruin requested unanimous consent to be recorded as voting Aye on this item. Upon hearing no objections, it was so ordered by Chairman Schmitt.***

2. 07-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

SCHEDULED ITEMS:

3. 07-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 07-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

5. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(Also considered by the Committee on Finance and Audit.) (REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Rob Henken, Director, Department of Administrative Services

Dennis John, Chief Information Officer, IMSD-DAS

Sushil Pillai, Ceridian Implementation Program Manager (SysLogic)

- 32/B-485 Mr. Henken stated the County has seen its way through the first pay period generated by Ceridian. It went fairly well. However, there were discrepancies. Overall, the project team was pleased with the way things went. He apologized for any inconvenience the discrepancies may have caused employees. The good news, however, is that the discrepancies, in large measure, were due to human error and coding problems. These issues are very correctable, and in fact, have been corrected. He stated that what made this such a critical accomplishment is that the technology worked and people were paid.

Mr. Henken went on to state how the project team worked very diligently. He indicated that 90% to 95% of the issues that had arisen with paychecks were actually detected by the team prior to the paychecks being generated. Corrective measures were taken and express checks were distributed.

- 32/B-505 Mr. John echoed Mr. Henken's sentiments regarding Ceridian's generation of payroll and the issues that arose. He stated it was a good opportunity to see the contingency plan that is in place put into effect. It enabled problems to be detected on the front end which allowed the

SCHEDULED ITEMS:

team to respond to those issues in a very timely manner. Even with the minor glitches encountered this pay period, Mr. John believes the process was quite successful.

- 32/B-554 Mr. Pillai explained the process of express checks. He stated express checks are new checks issued when the original check is incorrect. The original check that is in the system would be voided and a new check would then be issued. Mr. Pillai reiterated that discrepancies being seen have been addressed in a judicious manner.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (REPORT FROM DIRECTOR, DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources
Dennis John, Chief Information Officer, IMSD-DAS

- 32/B-671 Dr. Jackson stated the human resources coordinator is doing tremendous work at the Behavioral Health Division ensuring that people are trained. She indicated, however, that infrastructure issues still continue, which Mr. John addressed.
- 32/B-681 Mr. John stated that BHD continues to be a challenge. Staff is working closely with this division to assist them through this project. The implementation team is on-site every Friday afternoon to sort out issues and devise solutions. BHD's major areas of concern are problems with attendance, scheduling, and accountability. Mr. John indicated that they are looking at the VAS Tech Scheduling System software package to address these concerns. It will then become a matter of interfacing VAS Tech software with Ceridian. There have been no requests for additional staff at this time because technological solutions are being sought first.

SCHEDULED ITEMS:

Questions and comments ensued.

The Committee took no action regarding this informational report.

6. 07-480 A Resolution by Supervisor De Bruin, authorizing and directing the Director, Department of Administrative Services – Division of Employee Benefits, to evaluate and report on additional options to aid Milwaukee County employees in creating a smoke-free work environment. **(Also to the Committee on Finance and Audit.)**

33/A-68 Supervisor De Bruin explained that Milwaukee County is looking to institute a smoking ban County wide. Whether or not the County should/could move forward with providing additional assistance to employees in their attempts to quit smoking is an issue that needs to be addressed. She indicated this resolution asks for a report back to both the Committees on Personnel and Finance and Audit.

ACTION BY: (De Bruin) Approve. 7-0

AYES: Cesarz , Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

7. 07-419 From the District Attorney, requesting authorization to dual fill the position of Accountant 3, title code 84140.

ACTION BY: (Quindel) Approve. 7-0

AYES: Cesarz , Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

8. 07-420 From the County Treasurer, submitting a recommendation that Direct Deposit become mandatory for all new employees and the default method of paying Milwaukee County employees. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

Daniel J. Diliberti, Milwaukee County Treasurer

Questions and comments ensued.

33/A-197 Mr. Kurt Zunker, AFSCME Local 802 appeared and spoke regarding this item.

SCHEDULED ITEMS:

ACTION BY: (Coggs-Jones) Approve. 7-0

AYES: Cesarz , Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

9. 07-379 From County Board staff, submitting recommendations for appropriate
(a)(a) classifications and rates of pay for positions created in the 2008 Adopted Budget for the Department of Administrative Services - Division of Human Resources.

33/A-228 **ACTION BY: (De Bruin) Approve. 7-0**

AYES: Cesarz , Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

10. 05-145 From the Director, Employee Benefits, requesting authorization to
(a)(b) negotiate a contract with Vitech Systems Group, Inc. for the development and delivery of their V3 Health and Welfare solution to meet Milwaukee County requirements associated with delivery and administration of post-employment Life/Health benefits. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

David Arena, Director, Employee Benefits Division (DAS)

Jerome Heer, Director of Audits, County Board

- 33/A-243 Mr. Arena explained that Vitech is currently doing the new automated retirement system. Vitech has been chosen to complete the portion of work that is going to be needed for those retirees who still have medical and life insurance coverage. Currently, that information is dependent upon the in-house system, GENESYS, which keeps the records for those employees. GENESYS will no longer exist due to the inception of Ceridian. However, it is being kept alive to maintain this information until the new system can be introduced. The new system will add efficiency.

Mr. Arena indicated a memo was generated from the Director of DAS in the spring of this year to inform the Board that this component had been overlooked in the initial Ceridian contract. Both Vitech and Ceridian were asked to bid on this piece of the project. The Vitech contract was viewed as the most favorable to the County significantly from a financial and solution standpoint. That money was encumbered within the current IMSD budget.

SCHEDULED ITEMS:

Supervisors raised concerns regarding the informal process used to solicit the aforementioned bids.

33/A-408 Mr. Jack Hohrein appeared and spoke regarding this item.

Questions and comments ensued.

33/A-555 Mr. Heer indicated that he will be doing a post-mortem review of the entire Ceridian project which will include why this component was not originally part of the project.

ACTION BY: (Weishan) Concur with the Committee on Finance and Audit and Approve. 5-2

AYES: Cesarz , Coggs-Jones, Quindel, Weishan, and Schmitt (Chair) – 5

NOES: Borkowski and De Bruin - 2

11. 07-256 (a) An adopted Resolution by Supervisor Mayo authorizing and directing the Director of the Department of Administrative Services to review departmental procedures and activities relating to the use and distribution of employee social security numbers and other protected data. **(Report due from Director of DAS.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Rob Henken, Director, Department of Administrative Services

33/A-677 Mr. Henken stated this report is simply responding to a resolution that was adopted by the Board earlier this year. They undertook a survey of County Departments to try to get a handle on whether they were engaging in appropriate techniques to protect personal identifying information. A significant response was received to the survey. The results are outlined in the report.

Questions and comments ensued.

ACTION BY: (Quindel) The follow-up report from the Director of the Department of Administrative Services dated November 21, 2007, be RECEIVED AND PLACED ON FILE. 7-0

AYES: Cesarz , Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

SCHEDULED ITEMS:

12. 07-368 (a) An adopted Resolution by Supervisor Borkowski authorizing and directing the Director, Department of Administrative Services – Division of Human Resources, and the Superintendent, House of Correction, to prepare and submit a supplemental action plan for enhanced recruitment, retention, and respite efforts for public safety positions at the House of Correction. **(Also to the Committee on Judiciary, Safety, and General Services.) (Report due from House of Correction Superintendent.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources

Ronald Malone, Superintendent, House of Correction

Ara Garcia, Human Resources Coordinator, House of Correction

- 33/A-706 Dr. Jackson spoke to the recruitment efforts and stated they will continue to address recruitment needs. She went on to state how the efforts have been expanded to include the recruiting of Correction Officer (CO) I for both the Sheriff and the House of Correction. Dr. Jackson also reviewed numbers as they related to testing and training.

- 33/A-723 Mr. Malone indicated that the House of Correction has gone through an intensive staffing study regarding time off patterns. He explained the findings of that study. Through this review, they were able to identify COs that needed respite. Mr. Malone stated documentation and the numbers over the course of time show the majority of officers are getting some of their off days. He stressed that this was a very labor intensive piece. The administration will continue to focus on recruitment, overtime, turnover issues, and ways to streamline the process for next year. Mr. Malone ended by stating that from their perspective, he feels they are on the right track and will continue to make improvements.

- 33/B-001 Correctional Officer Donald Brickner appeared and spoke regarding this item.

Questions and comments ensued.

ACTION BY: (Quindel) The follow-up report from the House of Correction Superintendent and the Director of Human Resources dated December 4, 2007, be RECEIVED AND PLACED ON FILE. 7-0

AYES: Cesarz , Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

SCHEDULED ITEMS:

***RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR
CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:***

Item #s 13 and 14 were considered together.

13. 07-295 From Chief Information Officer, IMSD-DAS, requesting authorization to abolish one Application Specialist 4 position and create one Program and Planning Analyst position in the Department of Administrative Services, Information Management Services Division. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

SEE ITEM #14 FOR COMMITTEE ACTION

14. 07-453 From the District Attorney, requesting authorization to create one position of Paralegal effective December 29, 2007. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

33/B-168 ***ACTION BY: (Quindel) Approve Item #s 13 and 14. 7-0***

AYES: Cesarz , Coggs-Jones, Borkowski, De Bruin, Quindel,
Weishan, and Schmitt (Chair) – 7

NOES: 0

15. 07-474 From the Director, Department of Health and Human Services, recommending the creation, funding, and abolishment of positions, and other personnel actions, constituting a reorganization of various clinical and administrative functions in the Behavioral Health Division. **(Also to the Committees on Finance and Audit and Health and Human Needs, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCES:

Corey Hoze, Director, Department of Health and Human Services
John Chianelli, Administrator, Behavioral Health Division

Questions and comments ensued.

33/B-278 ***ACTION BY: (De Bruin) Approve. 7-0***

AYES: Cesarz , Coggs-Jones, Borkowski, De Bruin, Quindel,
Weishan, and Schmitt (Chair) – 7

NOES: 0

SCHEDULED ITEMS:

16. 07-463 From the Milwaukee County Sheriff, requesting authorization to create 1.5 FTE House Physician 3 Hourly positions and 1.5 FTE House Physician 1 Hourly positions effective December 30, 2007. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

33/B-281 ***ACTION BY: (Quindel) Approve. 7-0***

AYES: Cesarz , Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

17. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCE:

Greg Gracz, Director, Labor Relations

33/B-291 Mr. Gracz stated they are in the meeting process with the three remaining unions whose voluntary agreements have not been accepted. Schedules for these meetings are basically dictated by the mediators or arbitrators. They met and finished up with the Sheriffs on November 30th. They will be meeting with the firefighters this month (December) and are not scheduled to meet with the nurses until late January 2008. Mr. Gracz indicated he will have a wrap-up report for the Committee in March 2008.

SCHEDULED ITEMS:

STAFF PRESENT:

Fran McLaughlin, Executive Assistant, County Executive's Office

Rob Henken, Director, Department of Administrative Services

Dennis John, Chief Information Officer, IMSD-DAS

Dr. Karen Jackson, Director, Human Resources

Daniel J. Diliberti, Milwaukee County Treasurer

David Arena, Director, Employee Benefits Division (DAS)

Jerome Heer, Director of Audits, County Board

Ronald Malone, Superintendent, House of Correction

Ara Garcia, Human Resources Coordinator, House of Correction

Greg Gracz, Director, Labor Relations

Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:06 a.m. to 11:17 a.m.

Adjourned,

Jodi Napp

Committee Clerk

Committee on Personnel